



# भारत का राजपत्र

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No. 29]

NEW DELHI, SATURDAY, JULY 20, 1974/ASADHA 29, 1896

इस भाग में मिला पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके  
Separate paging is given to this part in order that it may be filed as a separate compilation

### भाग II—खण्ड 3—उप-खण्ड (ii)

### PART II—Section 3—Sub-section (ii)

(रक्षा मंत्रालय को छोड़कर) भारत सरकार के मंत्रालयों और (संघ राज्य क्षेत्र प्रशासनों को छोड़कर)  
केन्द्रीय प्राधिकारियों द्वारा जारी किये गये सार्वजनिक आदेश और अधिसूचनाएं

Statutory orders and notifications issued by the Ministries of the Government of India  
(other than the Ministry of Defence) by Central Authorities  
(other than the Administrations of Union Territories)

भारत निर्वाचन आयोग

आदेश

नई दिल्ली, 2 जुलाई, 1974

का० आ० 1779.—यह निर्वाचन आयोग का समाधान हो गया है कि मार्च, 1972 में हुए बिहार विधान सभा के लिए साधारण निर्वाचन के लिए 11-सुगौली निर्वाचन क्षेत्र से चुनाब लड़ने वाले उम्मीदवार श्री सुरेन्द्रनाथ झा, ग्राम फुलवारिया, पो० सुगाव, चम्पारण लोक प्रतिनिधित्व अधिनियम, 1951 तथा लक्ष्मी बनाए गए नियमों द्वारा अपेक्षित अपने निर्वाचन व्ययों का कोई भी लेखा दाखिल करने में असफल रहे हैं,

और, यह, उक्त उम्मीदवार ने, उसे सम्यक सूचना दिये जाने पर भी, अपनी इस असफलता के लिए कोई कारण अथवा स्पष्टीकरण नहीं दिया है, और, निर्वाचन आयोग का यह भी समाधान हो गया है कि उसके पास इस असफलता के लिए कोई पर्याप्त कारण या न्यायोचित नहीं है,

अतः अब, उक्त अधिनियम की धारा 10-क के अनुसरण में निर्वाचन आयोग एतद्वारा उक्त श्री सुरेन्द्रनाथ झा को समद के किसी भी सदन के या किसी राज्य की विधान-सभा अथवा विधान परिषद् के सदस्य चुने जाने और होने के लिए इस आदेश की तारीख से तीन वर्ष की कालावधि के लिए निरहित घोषित करता है।

[सं० बिहार-वि०सं०/11/72(55)]

ए० एन सैन, सचिव

ELECTION COMMISSION OF INDIA

ORDER

New Delhi, the 2nd July, 1974

S.O. 1779.—Whereas the Election Commission is satisfied that Shri Surendra Nath Jha, Village Fulwaria, P.O. Sugaov, Champaran who was a contesting candidate for election to the Bihar Legislative Assembly from 11-Sugauli constituency held in March, 1972 has failed to lodge an account of his election expenses as required by the Representation of the People Act, 1951, and the Rule made thereunder;

And whereas, the said candidate even after the due notice has not given any reason or explanation for the failure and the Election Commission is satisfied that he has no good reason or justification for such failure;

Now, therefore, in pursuance of section 10A of the said Act, the Election Commission hereby declares the said Shri Surendra Nath Jha to be disqualified for being chosen as, and for being, a member of either House of Parliament or of the Legislative Assembly or Legislative Council of a State for a period of three years from the date of this order.

[No. BR-LA/11/72/(55)]

A. N SEN, Secy.

(1799)

## विधि, न्याय तथा कम्पनी कार्य मंत्रालय

## कम्पनी कार्य विभाग

नई दिल्ली, 29 जून, 1974

क्रा० आ० 1780.—एकाधिकार एवं निबंधनकारी व्यापार प्रथा अधिनियम, 1969 (1969 का 54) की धारा 26 की उप-धारा (3) के अनुसरण में, केन्द्रीय सरकार एतद्वारा निम्नांकित उपक्रमों के कथित अधिनियम के अन्तर्गत पंजीकरण के निरस्तीकरण को अधिसूचित करती है :—

1. मै० मार्टिन बर्न लिमिटेड  
(पंजीकरण प्रमाण-पत्र सं० 820/71, दिनांक 18-11-71)
2. मै० सागर इलेक्ट्रिसिटी सप्लाय कम्पनी लि०  
(पंजीकरण प्रमाण-पत्र सं० 819/71, दिनांक 18-11-71)
3. मै० जबलपुर इलेक्ट्रिक सप्लाय कम्पनी लि०  
(पंजीकरण प्रमाण-पत्र सं० 823/71, दिनांक 19-11-71)
4. मै० बनारस इलेक्ट्रिक लाइट एण्ड पावर कम्पनी लि०  
(पंजीकरण प्रमाण-पत्र सं० 824/71, दिनांक 19-11-71)
5. मै० आगरा इलेक्ट्रिक सप्लाय कम्पनी लि०  
(पंजीकरण प्रमाण-पत्र सं० 829/71, दिनांक 19-11-71)
6. मै० राबर्ट हडसन (इन्डिया) लि०  
(पंजीकरण प्रमाण-पत्र सं० 854/72, दिनांक 14-6-72)
7. मै० काबर्न प्रोपर्टीज लि०  
(पंजीकरण प्रमाण-पत्र सं० 825/71, दिनांक 19-11-71)
8. मै० रियरोल बर्न लि०  
(पंजीकरण प्रमाण-पत्र सं० 827/71, दिनांक 19-11-71)
9. मै० बैचन बर्न क्रेन कम्पनी लि०  
(पंजीकरण प्रमाण-पत्र सं० 855/72, दिनांक 14-6-72)

[सं० 2/1/74-एम० 2]

कान्त मणि शर्मा, अवर सचिव

## MINISTRY OF LAW, JUSTICE &amp; COMPANY AFFAIRS

(Department of Company Affairs)

New Delhi, the 29th June, 1974.

**S.O. 1780.**—In pursuance of sub-section (3) of section 26 of the Monopolies and Restrictive Trade Practices Act, 1969 (54 of 1969), the Central Government hereby notifies the cancellation of registration of the following undertakings under the said Act :—

1. M/s. Martin Burn Ltd, (Certificate of Registration No. 820/71 dated 18-11-71).
2. M/s. Saugar Electricity Supply Co. Ltd., (Certificate of Registration No. 819/71 dated 18-11-71).
3. M/s. Jabulpore Electricity Supply Co. Ltd. (Certificate of Registration No. 823/71 dated 19-11-71).
4. M/s. Benaras Electric Light & Power Co. Ltd., (Certificate of Registration No. 824/71 dated 19-11-71).
5. M/s. Agra Electric Supply Co. Ltd. (Certificate of Registration No. 829/71 dated 19-11-71).
6. M/s. Robert Hudson (India) Ltd. (Certificate of Registration No. 854/72 dated 14-6-72).
7. M/s. Coburn Properties Ltd. (Certificate of Registration No. 825/71 dated 19-11-71).

8. M/s. Reylolle Burn Ltd., (Certificate of Registration No. 827/71 dated 19-11-71).

9. M/s. Vaughan Burn Crane Co. Ltd. (Certificate of Registration No. 855/72 dated 14-6-72).

[F. No. 2/1/74-M. II]

K. M. SHARMA, Under Secy.

## वित्त मंत्रालय

(राजस्व और बीमा विभाग)

नई दिल्ली, 7 जून, 1974

[आय-कर]

क्रा० आ० 1781—आय-कर अधिनियम 1961 (1961 का 43) की धारा 2 के खंड (44) के उपखंड (iii) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार श्री के० जी० कोपल को जो केन्द्रीय सरकार के राजपत्रित अधिकारी हैं, उक्त अधिनियम के अधीन कर-वसूली अधिकारी की शक्तियों का प्रयोग करने के लिए प्राधिकृत करती है।

2 अधिसूचना संख्या 141 (फाइल संख्या 404/194/72-आई०टी० सी०सी०) तारीख 17 जुलाई, 1972 के अधीन की गई श्री एम० एच० जोशी की नियुक्ति रद्द की जाती है।

3. यह अधिसूचना 10 जून, 1974 से प्रवृत्त होगी।

[संख्या 639/फा० संख्या 404/141/74-आई०टी०सी०सी०]

टी० आर० अग्रवाल, उप सचिव

## MINISTRY OF FINANCE

(Department of Revenue and Insurance)

New Delhi, the 7th June, 1974.

## INCOME TAX

**S.O. 1781.**—In exercise of the powers conferred by sub-clause (iii) of clause (44) of section 2 of the Income-Tax Act, 1961 (43 of 1961), the Central Government hereby authorises Shri K. G. Koppal who is Gazetted Officer of the Central Government to exercise the powers of a Tax Recovery Officer under the said Act.

2. The appointment of Shri S. H. Joshi made under Notification No. 141 (F. No. 404/194/72-ITCC) dated the 17th July, 1972 is hereby cancelled.

3. This Notification shall come into force with effect from the 10th June, 1974.

[No 639/F. No. 404/141/74-ITCC]

T. R. AGGARWAL, Dy. Secy.

नई दिल्ली, 20 जुलाई, 1974

आदेश

स्टाम्प

क्रा. आ. 1782.—भारतीय स्टाम्प अधिनियम, 1899 (1899 का 2) की धारा 9 की उपधारा 1 के खंड (क) द्वारा प्रयोग किये हुए, केन्द्रीय सरकार, उस शर्त से, तामिलनाडू वक्फ बोर्ड द्वारा क्रमशः 23 जनवरी, 1969 और 10 दिसम्बर, 1971 को निष्पादित, प्रत्येक एक लाख रुपये मूल्य के, बन्धपत्रों पर उक्त अधिनियम के अधीन प्रभार्य हैं, छूट देती हैं।

[सं. 22/74-स्टाम्प-क्रा. सं. 471/33/74-सीमा शर्त]

जे. रामकृष्णन, अवर सचिव

## ORDER

New Delhi, the 20th July, 1974

## STAMPS

**S.O. 1782.**—In exercise of the powers conferred by clause (a) of sub-section (1) of the section 9 of the Indian Stamp Act, 1899 (2 of 1899), the Central Government hereby remits the duty with which the promissory notes to the value of one lakh of rupees each, executed by the Tamil Nadu Wakf Board on the 23rd January, 1969 and the 10th December, 1971 respectively, are chargeable under the said Act.

[No. 22/74-Stamps-F. No. 471/33/74-Cus. VII]

J. RAMAKRISHNAN, Under Secy.

## (बैंकिंग विभाग)

नई दिल्ली, 3 जुलाई, 1974

**क्रा०प्रा० 1783.**—बैंककारी विनियमन अधिनियम, 1949 (1949 का 10) की धारा 53 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार, भारतीय रिजर्व बैंक की सिफारिश पर, एतद्वारा घोषित करती है कि उक्त अधिनियम की धारा 20(i) (ख) (iii) के उपबन्ध स्टेट बैंक आफ

हडिड्या पर बहा तक लागू नहीं होंगे, जहाँ तक कि वे सर्वश्री टाटा आयरन एण्ड स्टील कम्पनी लि० (टिस्को) का ऋण या अग्रिम धिये जाने का दसलिग प्रतिषेध करने है कि उक्त बैंक के केन्द्रीय बोर्ड के निदेशक श्री एच० टी० पारख उक्त कम्पनी के निदेशक है।

[स० 15(16) बी० प्रा०-III/74]

डी० एम० सुकथकर, निदेशक

(Department of Banking)

New Delhi, 31d July, 1974

**S.O. 1783.**—In exercise of the powers conferred by section 53, of the Banking Regulation Act, 1949 (10 of 1949), the Central Government, on the recommendation of the Reserve Bank of India, hereby declares that the provisions of section 20(1)(b)(iii) of the Act shall not apply to the State Bank of India in so far as the said provisions prohibit any loan or advance being made to M/s. Tata Iron & Steel Company Ltd. (TISCO), of which Shri H. T. Parekh, who is a director of the Central Board of the said bank, is a director.

[No. 15(16) B O III/74]  
D. M. SUKTHANKAR, Director

## रिजर्व बैंक आफ इंडिया

नई दिल्ली, 6 जुलाई, 1974

**क्रा०प्रा० 1784.**—रिजर्व बैंक आफ इंडिया अधिनियम, 1934 के अनुसरण में जून 1974 की 28 तारीख को समाप्त हुए सप्ताह के लिए लेखा

## दृशू विभाग

देयताएँ	रुपये	रुपये	भास्तियाँ	रुपये	रुपये
(1)	(2)	(3)	(4)	(5)	(6)
सोने का सिक्का और बुलियन :—					
बैंकिंग विभाग में रखे हुए नोट	37,18,67,000		(क) भारत में रखा हुआ	182,53,05,000	
संचलन में नोट	6172 70,96,000		(ख) भारत के बाहर रखा हुआ	..	
			विदेशी प्रतिभूतियाँ	166,73,97,000	
जारी किये गये कुल नोट	6509,89,63,000		जोड़	349,27,02,000	
			रुपये का सिक्का	7,50,64,000	
			भारत सरकार की रुपया प्रति-		
			भूतियाँ	6153,11,97,000	
			देशी विनिमय बिल और दूसरे		
			वार्णिज्य-पत्र	..	
कुल देयताएँ	6509,89,63,000		कुल भास्तियाँ	6509,89,63,000	

एम० जगन्नाथन, सर्वेक्षक।

तारीख : 3 जुलाई, 1974

## 28 जून, 1974 को रिज़र्व बैंक ऑफ इंडिया के बैंकिंग विभाग के कार्यकलाप का विवरण

व्ययताएँ	रुपये	घास्तियाँ	रुपये
(1)	(2)	(3)	(4)
शुक्ला पूजा	5,00,00,000	नोट	37,18,67,000
प्रारम्भित निधि	150,00,00,000	रुपये का सिक्का	3,42,000
राष्ट्रीय कृषि ऋण (दीर्घकालीन क्रियाएँ) निधि	239 00,00,000	छाटा सिक्का	2,60,000
राष्ट्रीय कृषि ऋण (स्थिरीकरण) निधि	85,00,00,000	खरीदे और धुनाये गये बिल	
राष्ट्रीय औद्योगिक ऋण (दीर्घकालीन क्रियाएँ) निधि	205,00,00,000	(क) वैशी	274,15,19,000
जमा राशियाँ —		(ख) विदेशी	
(क) सरकारी		(ग) सरकारी खजाना बिल	128,67,53,000
(i) केन्द्रीय सरकार	60,69,11,000	विदेशों से रखा हुआ ऋकाया*	596 06,85,000
(ii) राज्य सरकारें	25,82,63,000	निवेश**	217,47,00,000
(ख) बैंक		ऋण और प्रग्रिम —	
(i) अनुसूचित वाणिज्य बैंक	558 93,17,000	(1) केन्द्रीय सरकार को	
(ii) अनुसूचित राज्य सहकारी बैंक	25 18,00,000	(ii) राज्य सरकारों को	177 82,74,000
(iii) गैर-अनुसूचित राज्य सहकारी बैंक	1 19,06,000	ऋण और प्रग्रिम —	
(iv) अन्य बैंक	1,09,13,000	(i) अनुसूचित वाणिज्य बैंकों को ×	420 86,15,000
		(ii) राज्य सहकारी बैंकों को × ×	166,71,90,000
		(iii) दूसरों को	38,16,95,000
		राष्ट्रीय कृषि ऋण (दीर्घकालीन क्रियाएँ) निधि से	
		ऋण, प्रग्रिम और निवेश	
		(क) ऋण और प्रग्रिम —	
		(i) राज्य सरकारों को	67,87,33,000
		(ii) राज्य सहकारी बैंकों को	15,68,49,000
		(iii) केन्द्रीय भूमिबन्धक बैंकों को	
		(iv) कृषि पुनर्वित्त निगम को	54,00,00,000
(ग) अन्य	366,85,85,000	(ख) केन्द्रीय भूमिबन्धक बैंकों के डिबेचरों में निवेश	
वेधबिल	169 17,70,000	राष्ट्रीय कृषि ऋण (स्थिरीकरण) निधि से	11,13,14,000
अन्य व्ययताएँ	705,76,80,000	ऋण और प्रग्रिम	
		राज्य सहकारी बैंकों को ऋण और प्रग्रिम	53,37,90,000
		राष्ट्रीय औद्योगिक ऋण (दीर्घकालीन क्रियाएँ) निधि	
		में ऋण प्रग्रिम और निवेश	
		(क) विकास बैंक को ऋण और प्रग्रिम	178,69,56,000
		(ख) विकास बैंक द्वारा जारी किये गये बांडों/डिबेचरों	
		में निवेश अन्य आस्तियाँ	161,34,53,000
	रुपये 2599,30,15,000		रुपये 2599,30,45,000

\*नकदी, आवधिक जमा और अल्पकालीन प्रतिभूतियाँ शामिल हैं।

\*\*राष्ट्रीय कृषि ऋण (दीर्घकालीन क्रियाएँ) निधि और राष्ट्रीय औद्योगिक ऋण (दीर्घकालीन क्रियाएँ) निधि में से किये गये निवेश शामिल नहीं हैं।

राष्ट्रीय कृषि ऋण (दीर्घकालीन क्रियाएँ) निधि से प्रदत्त ऋण और प्रग्रिम शामिल नहीं हैं, परन्तु राज्य सरकारों को किये गये अस्थायी आवक-आपट शामिल हैं।

× रिज़र्व बैंक ऑफ इंडिया अधिनियम की धारा 17(4)(ग) के अधीन अनुसूचित वाणिज्य बैंकों का मियादी बिलों पर प्रग्रिम किये गये 156,61,73,000 रुपये शामिल हैं।

× × राष्ट्रीय कृषि ऋण (दीर्घकालीन क्रियाएँ) निधि और राष्ट्रीय कृषि ऋण (स्थिरीकरण) निधि से प्रदत्त ऋण और प्रग्रिम शामिल नहीं हैं।

एम० जगन्नाथन, गवर्नर

तारीख 3 जुलाई, 1974

[सं० फ० 10/1/74-बी० ओ० I]

न० व० सीरजन्दानी, अवर सचिव



## RESERVE BANK OF INDIA

New Delhi, the 6th July, 1974

S.O. 1784.—An Account pursuant to the Reserve Bank of India Act, 1934, for the week ended the 28th day of June, 1974  
(Issue Department)

LIABILITIES	Rs.	Rs.	ASSETS	Rs.	Rs.
Notes held in the Banking Department	37,18,67,000		Gold Coin and Bullion :—		
Notes in circulation	6472,70,96,000	6509,89,63,000	(a) Held in India	182,53,05,000	
			(b) Held outside India	..	
			Foreign Securities	166,73,97,000	
			TOTAL		349,27,02,000
			Rupee Coin		7,50,64,000
			Government of India		
			Rupee Securities		6153,11,97,000
			Internal Bills of Exchange and other Commercial paper		..
Total Liabilities		6509,89,63,000	Total Assets		6509,89,63,000

Dated the 3rd day of July, 1974.

Statement of the Affairs of the Reserve Bank of India, Banking Department as on the 28th June, 1974

LIABILITIES	Rs.	ASSETS	Rs.
Capital Paid Up	5,00,00,000	Notes	37,18,67,000
Reserve Fund	150,00,00,000	Rupee Coin	3,42,000
National Agricultural Credit (Long Term Operations) Fund	239,00,00,000	Small Coin	2,60,000
National Agricultural Credit (Stabilisation) Fund	85,00,00,000	Bills Purchased and Discounted :—	
National Industrial Credit (Long Term Operations) Fund	205,00,00,000	(a) Internal	274,15,49,000
Deposits :—		(b) External	
(a) Government		(c) Government Treasury Bills	128,67,53,000
(i) Central Government	60,69,11,000	Balances Held Abroad*	596,06,85,000
(ii) State Governments	25,82,63,000	Investments**	217,47,00,000
(b) Banks		Loans and Advances to :—	
(i) Scheduled Commercial Banks	558,93,17,000	(i) Central Government	
(ii) Scheduled State Co-operative Banks	25,18,00,000	(ii) State Governments@	177,82,74,000
(iii) Non-Scheduled State Co-operative Banks	1,48,06,000	Loans and Advances to :—	
(iv) Other Banks	1,09,13,000	(i) Scheduled Commercial Banks†	420,86,35,000
(c) Others	366,85,85,000	(ii) State Co-operative Banks	166,71,90,000
Bills Payable	169,47,70,000	(iii) Others	38,16,95,000
Other Liabilities	705,76,80,000	Loans, Advances and Investments from National Agricultural Credit (Long Term Operations) Fund	
RUPEES	2599,30,45,000	(a) Loans and Advances to :—	
		(i) State Governments	67,87,33,000
		(ii) State Co-operative Banks	15,68,49,000
		(iii) Central Land Mortgage Banks	..
		(iv) Agricultural Refinance Corporation	54,00,00,000
		(b) Investment in Central Land Mortgage Bank Debentures	11,13,14,000
		Loans and Advances from National Agricultural Credit (Stabilisation) Fund	
		Loans and Advances to State Co-operative Banks	53,37,90,000
		Loans, Advances and Investments from National Industrial Credit (Long Term Operations) Fund	
		(a) Loans and Advances to the Development Bank	178,69,56,000
		(b) Investment in bonds/debentures issued by the Development Bank	..
		Other Assets	161,34,53,000
		RUPEES	2599,30,45,000

\*Includes Cash, Fixed Deposits and Short-term Securities.

\*\*Excluding Investment from the National Agricultural Credit (Long Term Operations) Fund and the National Industrial Credit (Long Term Operations) Fund.

@Excluding Loans and Advances from the National Agricultural Credit (Long Term Operations) Fund, but including temporary overdrafts to State Governments.

†Includes Rs. 156,63,73,000 advanced to scheduled commercial banks against usance bills under section 17 (4) (c) of the Reserve Bank of India Act.

‡Excluding Loans and Advances from the National Agricultural Credit (Long term Operations) Fund and the National Agricultural Credit (Stabilisation) Fund.

Dated the 3rd day of July, 1974

S. JAGANNATHAN, Governor,

[No. F. 10(1)/74-B.O. I]

C. W. MIRCHANDANI, Under Secy.

नई दिल्ली, 28 जून, 1974

का० प्रा० 1785.—राष्ट्रीयकृत बैंक (प्रबन्ध और प्रकीर्ण उपबन्ध) स्कीम, 1970 के खण्ड 7 के साथ पठित खण्ड 5 के उपखण्ड (1) के अनुमरण में, केन्द्रीय सरकार, भारतीय रिज़र्व बैंक से परामर्श करने के पश्चात्, श्री आर० ए० गुलमोहम्मद को, जिन्हें 10 जुलाई, 1974 से देना बैंक का प्रबन्ध निदेशक पुनः नियुक्त किया गया है, उसी तारीख से देना बैंक के निदेशक-बोर्ड का अध्यक्ष नियुक्त करती है।

[स० फा० 20/5/74-बी० ओ० -2]

एन० सी० सेन गुप्ता, गतिषय

New Delhi, the 28th June, 1974

S.O. 1785.—In pursuance of sub-clause (1) of clause 5, read with clause 7, of the Nationalised Banks (Management and Miscellaneous Provisions) Scheme, 1970, the Central Government, after consultation with the Reserve Bank of India, hereby appoints Shri R. A. Gulmohamed, who has been reappointed as Managing Director of Dena Bank with effect from 10th July, 1974, to be the Chairman of the Board of Directors of Dena Bank with effect from the same date.

[No. F. 20/5/74-BO.I-2]

N. C. SEN GUPTA, Secy.

वाणिज्य मंत्रालय

मुख्य नियंत्रक, आयात-निर्यात का कार्यालय,

आदेश

नई दिल्ली 28 जून, 1974

का० प्रा० 1786.—सर्वश्री इन्डियन ट्यूब कं० लि०, 43, चौरंगी रोड कलकत्ता-16 को यू० के० भारत अन्तर्क्षण अधिनियम 1971 के मद्दे उत्पादन और निर्यात के आयात के लिए 17,06,000 रु० (सत्तरह लाख छ हजार रुपय मात्र) का एक आयात लाइसेंस सं० पी०डी०/2188822/आर०/एम० एल०/43/एच०/33-34/आर० एम०-I दिनांक 4-5-1972 मंजूर किया गया था। उन्होंने बताया है कि उक्त लाइसेंस की मुद्रा विनिमय नियंत्रण प्रति, सेन्ट्रल बैंक आफ इन्डिया, कलकत्ता में आग लग जाने के कारण नष्ट हो गई है। लाइसेंस में गेप 77,807 रु० को छोड़ कर 16,28,193 रु० के लिए उसका उपयोग कर लिया गया था।

अपने तर्क के समर्थन में आवेदक ने एक शपथ पत्र दाखिल किया है। अधोहस्ताक्षरी संतुष्ट है कि लाइसेंस सं० पी०डी०/2188822/आर०/एम० एल०/43/एच०/33-34/आर० एम०-I दिनांक 4-5-72 की मूल मुद्रा विनिमय नियंत्रण प्रति सेन्ट्रल बैंक आफ इन्डिया में आग

लग जाने के कारण नष्ट हो गई है और निदेश देता है कि उन्हें उक्त लाइसेंस की अनुलिपि मुद्रा विनिमय नियंत्रण प्रति जारी की जानी चाहिए।

[संख्या : पी० टी०/3 ई/71.72/आर० एम०-I]

आई० वी० चून्कल

उप-मुख्य नियंत्रक, आयात-निर्यात

## MINISTRY OF COMMERCE

(Office of the Chief Controller of Imports and Exports)

## ORDER

New Delhi, the 28th June, 1974

S.O. 1786.—M/s. Indian Tube Company Ltd., 43, Chowringhee Road, Calcutta 16 who were granted import licence No. P/D/2188822/R/ML/43/H/33-34/RMI dated 4-5-1972 for Rs. 17,06,000 (Rupees Seventeen lakhs and six thousand only) against U.K. India Maintenance Loan 1971 for import of Production tools have reported that exchange control copy of the said licence has been destroyed due to fire in Central Bank of India, in Calcutta. The licence was utilised for 16,28,193 leaving a balance amount of Rs. 77,807.

In support of their contention the applicant has filed in an affidavit. The undersigned is satisfied that the original exchange control copy of the licence No. P/D/2188822/R/ML/43/H/33-34/RMI dated 4-5-72 has been destroyed due to fire in Central Bank of India and directs that a duplicate exchange control copy of the said licence be issued to them.

[No. PT/3-E/71-72/RMI]

I. V. CHUNKATH, Dy. Chief Controller

आदेश

नई दिल्ली 1 जुलाई, 1974

का० प्रा० 1787.—दि प्रोजेक्ट्स एन्ड इन्विस्टमेंट कारपोरेशन आफ इन्डिया लि०, नई दिल्ली को यू० एम० एम० आर० में 73725 रुपये मूल्य के प्रयोगशाला परीक्षण उपकरण नियंत्रण मापक और प्रकाशिक यंत्र वैज्ञानिक उपकरण और धातु परीक्षण मशीनों के आयात के लिए लाइसेंस सं० जी०/टी०/2391110 दिनांक 24-2-72 प्रदान किया गया था। उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति खो गई/अस्थानस्थ हो गई है। लाइसेंसधारी द्वारा यह भी सूचना दी गई है कि लाइसेंस किसी भी पल पर पंजीकृत नहीं कराया गया है और उसका बिल्कुल भी उपयोग नहीं किया गया है।

अपने तर्क के समर्थन में आवेदकों ने एक शपथपत्र दाखिल किया है। अधोहस्ताक्षरी संतुष्ट है कि लाइसेंस सं० जी० टी०/2391110 दिनांक 24-2-72 की मूल सीमाशुल्क निकासी प्रति खो गई है और निदेश देता है कि इसकी अनुलिपि प्रति उनको जारी की जानी चाहिए। लाइसेंस की मूल सीमाशुल्क निकासी प्रति एतद्वारा रद्द की जाती है।

लाइसेंस सं० जी०/टी०/2391110 दिनांक 24-2-72 की अनुलिपि प्रति अलग से जारी की जा रही है।

[स० : एम० टी० सी०/यू० एम० एम० आर०-51/71-72-आर० एम सी/1108]

कु० एम० के० उस्मानो

उप-मुख्य नियंत्रक, आयात-निर्यात

## ORDER

New Delhi, the 1st July, 1974

**S.O. 1787.**—The Projects & Equipments Corporation of India Ltd., New Delhi were granted licence No. G/T/2391110 dated 24-2-72 for the import of Laboratory Testing Equipment Control measuring & optical instruments scientific apparatus & Metal testing Machines from USSR to the value of Rs. 73,725. They have requested for the issue of duplicate custom copy of the above licence on the ground that the Original Custom copy of the above licence has been lost/misplaced. It has been further reported by the licensee that the licence has not been registered with any port and utilised at all.

In support of their contention, the applicant have filled an affidavit. The undersigned is satisfied that the Original Custom copy of the licence No. G/T/2391110 dated 24-2-72 has been lost and direct that duplicate custom copy of the said licence should be issued to them. The original custom copy of the licence is hereby cancelled.

The duplicate copy of the licence No. G/T/2391110 dated 24-2-72 is being issued separately.

[F. No. STC/USSR-51/71-72/RM Cell/1108]

MISS S. K. USMANI, Dy. Chief Controller

## आदेश

6 जुलाई, 1974

**कां.प्रा. 1788.**—राज्य व्यापार निगम भारत लि., नई दिल्ली को सामान्य मुद्रा क्षेत्र से कच्चा, ऊन, ऊनी कम्बल एवं बिना मरोड़े हुए ऊनी रस्दी के आयात के लिये मुख्य लाइसेंस सं० जी/टी/2500403 दिनांक 19-5-73 के मुद्दे 11,23,797 रु० का एक पूरक लाइसेंस सं० जी/टी/1034066 दिनांक 6-9-73 स्वीकृत किया गया था। उन्होंने उक्त लाइसेंस की अनुलिपि सीमाशुल्क कार्यसंबंधी प्रति के लिए इस आधार पर आवेदन किया है कि उक्त लाइसेंस की मूल सीमाशुल्क कार्यसंबंधी प्रति उनके द्वारा खो गई/अस्थानस्थ हो गई है। लाइसेंसधारी द्वारा आगे यह बताया गया है कि लाइसेंस बम्बई पत्तन में पंजीकृत करवाया गया है। लाइसेंसधारी द्वारा और आगे बताया गया है कि शेष 8,66,203 रु० को छोड़कर लाइसेंस का आंशिक रूप से अर्थात् 2,57,594 रु० के लिए उपयोग कर लिया गया है।

अपने तर्क के समर्थन में आवेदक ने एक शपथ पत्र दाखिल किया है। अधोहस्ताक्षरी सतुष्ट है कि लाइसेंस सं० जी/टी/1064066 दिनांक 6-9-73 की मूल सीमाशुल्क प्रति खो गई है और निदेश देता है कि उन्हें उपर्युक्त लाइसेंस की अनुलिपि सीमाशुल्क प्रति जारी की जानी चाहिए। लाइसेंस की मूल सीमाशुल्क कार्यसंबंधी प्रति एतद् द्वारा रद्द की जाती है।

लाइसेंस सं० जी/टी/10640066 दिनांक 6-9-73 की अनुलिपि सीमाशुल्क प्रति अलग से जारी की जा रही है।

आदेश द्वारा

[सं० एच टी सी/आर डब्ल्यू-35/72-73/आर एम सैल/1140]

कु० एम० के० उस्मानी, उप-मुख्य नियंत्रक

कुले मुख्य नियंत्रक

## ORDER

The 6th July, 1974.

**S.O. 1788.**—The State Trading Corporation of India Ltd, New Delhi were granted a subsidiary licence No. G/T/1064066 dated 6-9-73 against Main Licence No. G/T/2500403 dated 19-5-73 for the Import of Raw Wool, Woollen Rags and unpulled woollen waste from G.C.A. for the value of Rs. 11,23,797. They have requested for the issue of Duplicate Custom Copy of the above licence on the ground that the Original Custom Copy of the above licence has been lost/misplaced by them. It has been further reported by the licensee that the licence has been registered with Bombay

Port. It has been further stated that the licence has been partly utilised to the value of Rs. 2,57,594 leaving a balance of Rs. 8,66,203.

In support of their contention, the applicant have filled an affidavit. The undersigned is satisfied that the Original Custom copy of the licence No. G/T/1064066 dated 6-9-73 has been lost and direct that duplicate custom copy of the said licence should be issued to them. The Original Customs Purposes copy of the licence is hereby cancelled.

The Duplicate Customs copy of the licence No. G/T/104066 dated 6-9-73 is being issued separately.

By orders

{File No. STC/RW-35/72-73/RM Cell/1140}

Miss S. K. USMANI, Dy. Chief Controller.

For Chief Controller.

उपमुख्य नियंत्रक, आयात-निर्यात का कार्यालय

आदेश

हैदराबाद 6 जून, 1974

**कां.प्रा. 1789.**—यशवंती धारापु पेड्डा वेन्कैया हैंडलूम डायिंग वर्क्स, रुद्रूर पोस्ट, जिला निजामाबाद आंध्र प्रदेश को पी/एस/1713005/सी/एक्सएमएस/50/डब्ल्यू/37-38, दिनांक 20-2-74 मूल्य 5000 रुपये (पांच हजार रुपये मात्र) प्रदान किया गया था। अब उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति क्लिफुल भी उपयोग किए बिना खो गई/अस्थानस्थ हो गई है।

2. अपने तर्क के समर्थन में आवेदक ने आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक, 1974-75 के परिशिष्ट 8 के साथ पढ़े जाने वाले पैरा 322 के अन्तर्गत यथा अपेक्षित एक शपथपत्र स्टाम्प पेपर पर दाखिल किया है। मैं सतुष्ट हूँ कि मूल सीमाशुल्क निकासी प्रति खो गई/अस्थानस्थ हो गई है।

3 अलग-अलग यथासंशोधित आयात (नियंत्रण) आदेश, 1955, दिनांक 7-12-1955 की धारा 9(सीसी) द्वारा प्रदत्त अधिकारों को प्रयोग करते हुए मैं लाइसेंस संख्या पी/एस/1713005/सी/एक्सएमएस/50/डब्ल्यू/37-38, दिनांक 20-2-74 की सीमाशुल्क निकासी प्रति को रद्द करने का आदेश देता हूँ।

4 अब आवेदक के मामले पर आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक, 1974-75 के पैरा 320 के अनुसार उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए विचार लिया जाएगा।

[संख्या टी-25/एसएमआई/पी-59/एसएम-74/हेड]

Office of the Dy. Chief Controller of Imports &amp; Exports

CANCELLATION ORDER

Hyderabad, the 6th June, 1974

**S.O. 1789.**—M/s. Dharapu Pedda Venkayya Handloom & Dyeing Works, Rudhroor Post, Nizamabad District A. P. were granted Licence No. P/S/1743005/C/XX/50/W/37-38, dated 20-2-74 for Rs. 5,000 (Rupees five thousand only). They have now applied for issue of duplicate copy of the Customs Purposes copy of the above licence on the ground that the original copy has been lost/misplaced without having been utilised at all.

2. The applicant has filed an affidavit on stamped paper in support of their contention as required under Para 322 read with Appendix 8 of Import Trade Control Hand Book of Rules and Procedure, 1974-75. I am satisfied that original Customs Purposes copy has been lost/misplaced.

3. In exercise of the powers conferred on me under Clause 9(cc) of Imports (Control) Order 1955 dated 7-12-1955 as amended upto date. I order the cancellation of Customs Purposes copy of licence No. P/S/1743005/C/XX/50/W/37-38 dated 20-2-74.

4. The applicant's case will now be considered for the issue of duplicate Customs Purposes copy of the above licence in accordance with Para 320 of Import Trade Control Hand Book of Rules & Procedure, 1974-75.

[F. No. D-25/SSI/P-59/AM-74/Hyd.]

#### आदेश

क्रा०प्रा० 1790—महेश्वरी लोला नरसिम्हलु हैंडलूम एंड डाईंग वर्क्स 8-14/2 रुद्रूर पोस्ट जिला निजामाबाद आंध्र प्रदेश को 5000/- रुपये (पांच हजार रुपये मात्र) मूल्य का एक लाइसेंस संख्या पी/एस/1743003/सी/एसएस/50/डब्ल्यू/37-38, दिनांक 20-2-74 प्रदान किया गया था। अब उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति बिल्कुल भी उपयोग किए बिना खो गई/अस्थानस्थ हो गई है।

2. अपने तर्क के समर्थन में आवेदक ने आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक 1974-75 के परिशिष्ट 8 के साथ पढ़े जाने वाले पैरा 322 के अन्तर्गत यथा अपेक्षित एक गणपत्र स्टाम्प पेपर पर दाखिल किया है। मैं संतुष्ट हूँ कि मूल सीमाशुल्क निकासी प्रति खो गई/अस्थानस्थ हो गई है।

3. अद्यतन यथा संशोधित आयात (नियंत्रण) आदेश 1955 दिनांक 7-12-1955 की धारा 9 (सीसी) द्वारा प्रदत्त अधिकारों का प्रयोग करते हुए मैं लाइसेंस संख्या पी/एस/1743003/सी/एसएस/50/डब्ल्यू/37-38 दिनांक 20-2-74 की सीमाशुल्क निकासी प्रति को रद्द करने का आदेश देता हूँ।

4. अब आवेदक के मामले पर आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक 1974-75 के पैरा 320 के अनुसार उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए विचार किया जाएगा।

[संख्या एल-26/एसएसआई/पी-59/एसएम-74/हैद.]

#### CANCELLATION ORDER

S.O. 1790.—M/s. Lola Narasimhulu Handloom & Dyeing Works, 8-14/2, Rudhroor Post, Nizamabad District, A.P. Were granted Licence No. P/S/1743003/C/XX/50/W/37-38, dated 20-2-74 for Rs. 5000/- (Rupees five thousand only). They have now applied for issue of duplicate Copy of the Customs purposes copy of the above licence on the ground that the original copy has been lost/misplaced without having been utilised at all.

2. The applicant has filed an affidavit on stamped paper in support of their contention as required under Para 322 read with Appendix 8 of Import Trade Control Hand Book of Rules & Procedure, 1974-75. I am satisfied that original Customs purposes copy has been lost/misplaced.

3. In exercise of the powers conferred on me under Clause 9(cc) of Imports (Control) Order 1955 dated 7-12-1955 as amended upto date. I order the cancellation of Customs Purposes Copy of licence No. P/S/1743003/C/XX/50/W/37-38 dated 20-2-74.

4. The applicant's case will now be considered for the issue of duplicate Customs Purposes Copy of the above licence in accordance with Para 320 of Import Trade Control Hand Book of Rules & Procedure, 1974-75.

[File No. L-26/SSI/P-59/AM-74/Hyd.]

#### आदेश

क्रा०प्रा० 1791—महेश्वरी भाषापत्री नारायण हैंडलूम एंड डाईंग वर्क्स, रुद्रूर पोस्ट, जिला निजामाबाद आंध्र प्रदेश को 5000 रुपये (पांच हजार रुपये मात्र) मूल्य का एक लाइसेंस संख्या पी/एस/1743004/सी/एसएस/50/डब्ल्यू/37-38, दिनांक 20-2-74 प्रदान किया गया था। अब उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति बिल्कुल भी उपयोग किए बिना खो गई / अस्थानस्थ हो गई है।

2. अपने तर्क के समर्थन में आवेदक ने आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक, 1974-75 के परिशिष्ट 8 के साथ पढ़े जाने वाले पैरा 322 के अन्तर्गत यथा अपेक्षित एक गणपत्र स्टाम्प पेपर पर दाखिल किया है। मैं संतुष्ट हूँ कि मूल सीमाशुल्क निकासी प्रति खो गई / अस्थानस्थ हो गई है।

3. अद्यतन यथा संशोधित आयात (नियंत्रण) आदेश, 1955 दिनांक 7-12-1955 की धारा 9 (सीसी) द्वारा प्रदत्त अधिकारों का प्रयोग करते हुए मैं लाइसेंस संख्या पी/एस/1743004/सी/एसएस/50/डब्ल्यू/37-38, दिनांक 20-2-74 की सीमाशुल्क निकासी प्रति को रद्द करने का आदेश देता हूँ।

4. अब आवेदक के मामले पर आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक, 1974-75 के पैरा 320 के अनुसार उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए विचार किया जाएगा।

संख्या डी-29/एस एस आई/पी-59/एसएम-74/हैद.]

#### CANCELLATION ORDER

S.O. 1791.—M/s. Bhashapatri Narayana Handloom & Dyeing Works, Rudhroor Post, Nizamabad District A. P. were granted Licence No. P/S/1743004/C/XX/50/W/37-38, dated 20-2-74 for Rs. 5,000 (Rupees five thousand only). They have now applied for issue of duplicate Copy of the Customs purposes copy of the above licence on the ground that the original copy has been lost/misplaced without having been utilised at all.

2. The applicant has filed an affidavit on stamped paper in support of their contention as required under Para 322 read with Appendix 8 of Import Trade Control Hand Book of Rules & Procedure, 1974-75. I am satisfied that original Customs purposes copy has been lost/misplaced.

3. In exercise of the powers conferred on me under Clause 9(cc) of Import (Control) Order 1955 dated 7-12-1955 as amended upto date. I order the cancellation of Customs Purposes copy of Licence No. P/S/1743004/C/XX/50/W/37-38 dated 20-2-74.

4. The applicant's case will be considered for the issue of duplicate Customs Purposes Copy of the above licence in accordance with Para 320 of Import Trade Control Hand Book of Rules & Procedure, 1974-75.

[File No. D-29/SSI/P-59/AM-74/Hyd.]

## उप-मुख्य नियन्त्रक, आयात-निर्यात का कार्यालय,

भारत

## आदेश

का०प्रा० 1792 सर्वश्री ममीडी नारायण हैंडलूम एंड डाईंग वर्क्स, 3/67, रुद्रहोर पोस्ट, बोधन तालुक, जिला निजामाबाद को 5000 रुपये (पांच हजार रुपये मात्र) के लिए एक लाइसेंस संख्या : पी/एस/1743007/सी/एसएस/50/डब्ल्यू/37-38, दिनांक 20-2-74 प्रदान किया गया था। अब उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुसूचि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति बिल्कुल भी उपयोग किए बिना खो गई/अस्थानस्थ हो गई है।

2. अपने तर्क के समर्थन में आवेदक ने आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक, 1974-75 के परिशिष्ट 8 के साथ पढ़े जाने वाले पैरा 322 के अन्तर्गत यथा अपेक्षित एक शपथपत्र स्टाम्प पेपर पर दाखिल किया है। मैं संतुष्ट हूँ कि मूल सीमाशुल्क निकासी प्रति खो गई/अस्थानस्थ हो गई है।

3. अद्यतन यथा संशोधित आयात (नियंत्रण) आदेश, 1955, दिनांक 7-12-1955 की धारा 9 (सीसी) द्वारा प्रदत्त अधिकारों का प्रयोग करते हुए मैं लाइसेंस संख्या: पी/एस/1743007/सी/एसएस/50/डब्ल्यू/37-38, दिनांक 20-2-74 की सीमाशुल्क निकासी प्रति को रद्द करने का आदेश देता हूँ।

4. अब आवेदक के मामले पर आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक 1974-75 के पैरा 320 के अनुसार उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुसूचि जारी करने के लिए विचार किया जाएगा।

[ संख्या : एस-43/एस एस आई/पी-59/एस एस-74/हैद. ]

## OFFICE OF THE DY. CHIEF CONTROLLER OF IMPORTS AND EXPORTS

## ORDER

**S.O. 1792.**—M/s. Mamidi Narayana Handloom & Dyeing Works, 3/67, Rudhroor Post, Bodhan Taluk, Nizamabad District were granted Licence No. P/S/1743007/C/XX/50/W/37-38 dated 20-2-74 for Rs. 5,000 (Rupees five thousand only). They have now applied for issue of duplicate Copy of the Customs purposes copy of the above licence on the ground that the original copy has been lost/misplaced without having been utilised at all.

2. The applicant has filed an affidavit on stamped paper in support of their contention as required under Para 322 read with Appendix 8 of Import Trade Control Hand Book of Rules & Procedure, 1974-75. I am satisfied that original Customs Purposes Copy has been lost/misplaced.

3. In exercise of the powers conferred on me under Clause 9 (cc) of Imports (Control) order 1955 dated 7-12-1955 as amended upto date. I order the cancellation of Customs Purposes copy of Licence No. P/S/1743007/C/XX/50/W 37-38 dated 20-2-74.

4. The applicant's case will be considered for the issue of duplicate Customs purposes copy of the above licence in accordance with Para 320 of Import Trade Control Hand Book of Rules & procedure, 1974-75.

[File No. M-43/SSI/P-59/AM-74/Hyd.]

45 GI/74-2

का०प्रा० 1793.—सर्वश्री मेथुकुरी पेड्डा राजाiah हैंडलूम एंड डाईंग वर्क्स 9, 36-रुद्रहोर पोस्ट, भूधान तालुक, जिला निजामाबाद आंध्र प्रदेश को 5000/- रुपये (पांच हजार रुपये मात्र) मूल्य का लाइसेंस संख्या : पी/एस/1743002/सी/एसएस/50/डब्ल्यू/37-38 दिनांक 20.2.74 प्रदान किया गया था। अब उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुसूचि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति बिल्कुल भी उपयोग किए बिना खो गई/अस्थानस्थ हो गई है।

2. अपने तर्क के समर्थन में आवेदक ने आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक 1974-75 के परिशिष्ट 8 के साथ पढ़े जाने वाले पैरा 322 के अन्तर्गत यथा अपेक्षित एक शपथपत्र स्टाम्प पेपर पर दाखिल किया है। मैं संतुष्ट हूँ कि मूल सीमाशुल्क निकासी प्रति खो गई है/अस्थानस्थ हो गई है।

3. अद्यतन यथा संशोधित आयात (नियंत्रण) आदेश 1955 दिनांक 7-12-1955 की धारा 9 (सीसी) द्वारा प्रदत्त अधिकारों का प्रयोग करते हुए मैं लाइसेंस संख्या: पी/एस/1743002/सी/एसएस/50/डब्ल्यू/37-38 दिनांक 20-2-74 की सीमाशुल्क निकासी प्रति को रद्द करने का आदेश देता हूँ।

4. अब आवेदक के मामले पर आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक 1974-75 के पैरा 320 के अनुसार उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुसूचि जारी करने के लिए विचार किया जाएगा।

[ संख्या : एस-47/एस एस आई/पी-59/एस एस-74/हैद. ]

## ORDER

**S.O. 1793.**—Methukuri Pedda Rajaiah Handloom and Dyeing Works, 9-36 Rudhroor Post, Bodhan Taluk, Nizamabad district A. P. were granted Licence NO. P/S/1743002/C/XX/50/W/37-38 dated 20-2-74 for Rs. 5,000 (Rupees five thousand only.) They have now applied for issue of duplicate copy of the Customs purposes copy of the above licence on the ground that the original copy has been lost/misplaced without having been utilised at all.

2. The applicant has filed an affidavit on stamped paper in support of their contention as required under Para 322 read with Appendix 8 of Import Trade Control Hand Book of Rules & Procedure, 1974-75. I am satisfied that original Customs purposes copy has been lost/misplaced.

3. In exercise of the powers conferred on me under clause 9(cc) of Imports (Control) order 1955 dated 7-12-55 as amended upto date. I order the cancellation of Customs Purposes Copy of licence No. P/S/1743002/C/XX/50/W/37-38 dated 20-2-74.

4. The applicant's case will now be considered for the issue of duplicate Customs Purposes Copy of the above licence in accordance with Para 320 of Import Trade Control Hand Book of Rules and Procedure, 1974-75.

[File No. M/47/SSI/P-59/AM-74/Hyd.]

## आदेश

का० प्रा० 1794.—सर्वश्री मंत्री पोशेटी हैंडलूम एंड डाईंग वर्क्स रूद्रहूर जिला निजामाबाद आंध्र प्रदेश को 5000/-रुपये (पांच हजार रुपये मात्र) मूल्य का एक लाइसेंस संख्या: पी/एस/1743001/सी/एक्स एक्स/50/डब्ल्यू/37-38 दिनांक 20-2-74 प्रदान किया गया था। अब उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति बिलकुल भी उपयोग किए बिना खो गई/अस्थानस्थ हो गई है।

2. अपने तर्क के समर्थन में आवेदक ने आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक 1974-75 के परिशिष्ट 8 के साथ पढ़े जाने वाले पैरा 322 के अन्तर्गत यथा अपेक्षित एक शपथपत्र स्टाम्प पेपर पर दाखिल किया है। मैं संतुष्ट हूँ कि मूल सीमाशुल्क निकासी प्रति खो गई/अस्थानस्थ हो गई है।

3. अद्यतन यथा संशोधित आयात (नियंत्रण) आदेश 1955 दिनांक 7-12-1955 की धारा 9 (सीसी) द्वारा प्रदत्त अधिकारी का प्रयोग करते हुए मैं लाइसेंस संख्या पी/एस/1743001/सी/एक्स एक्स/50/डब्ल्यू/37-38 दिनांक 20-2-74 की सीमाशुल्क निकासी प्रति को रद्द करने का आदेश देता हूँ।

4. अब आवेदक के मामले पर आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक 1974-75 के पैरा 320 के अनुसार उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए विचार किया जाएगा।

[सं० : एम-46/एस एस आई/पी/59/ए एम-74/है.]

## CANCELLATION ORDER

**S.O. 1794.**—M/s. Manthri Poshetti Handloom & Dyeing Works, Rudhroor Nizamabad District A. P. were granted Licence No. P/S/1743001/C/XX/50/W/37-38 dated 20th February, 1974 for Rs. 5,000 (Rupees five thousand only). They have now applied for issue of duplicate Copy of the Customs purposes copy of the above licence on the ground that the original copy has been lost/misplaced without having been utilised at all.

2. The applicant has filed an affidavit on stamped paper in support of their contention as required under Para 322 read with Appendix 8 of Import Trade Control Hand Book of Rules & Procedure, 1974-75. I am satisfied that original Customs purposes copy has been lost/misplaced.

3. In exercise of the powers conferred on me under Clause 9 (cc) of Imports (Control) order 1955 dated 7-12-1955 as amended upto date. I order the cancellation of date. I order the cancellation of Customs Purposes Copy of Licence No. P/S/174991/C/XX/50/W/37-38 dated 20-2-1974.

4. The applicant's case will be considered for the issue for duplicate Customs Purposes copy of the above licence in accordance with Para 320 of Import Trade Control Hand Book of Rules & procedure, 1974-75.

[File No. M-46/SSI/P-59/AM-74/Hyd.]

## आदेश

का० प्रा० 1795.—सर्वश्री मण्णाला रंगैया हैंडलूम एंड डाईंग वर्क्स, 3/64, रुद्रहूर पोस्ट, भुधान तालुक, जिला निजामाबाद, आंध्र प्रदेश को 5000/-रुपये (पांच हजार रुपये मात्र) मूल्य का एक लाइसेंस संख्या : पी/एस/17/43009/सी/एक्स एक्स/50/37-38, दिनांक 20-2-74 प्रदान किया गया था। अब उन्होंने उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए इस आधार पर आवेदन किया है कि मूल सीमाशुल्क निकासी प्रति बिलकुल भी उपयोग किए बिना खो गई/अस्थानस्थ हो गई है।

2. अपने तर्क के समर्थन में आवेदक ने आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक, 1974-75 के परिशिष्ट 8 के साथ पढ़े जाने वाले पैरा 322 के अन्तर्गत यथा अपेक्षित एक शपथपत्र स्टाम्प पेपर पर दाखिल किया है। मैं संतुष्ट हूँ कि मूल सीमाशुल्क निकासी प्रति खो गई/अस्थानस्थ हो गई है।

3. अद्यतन यथा संशोधित आयात (नियंत्रण) आदेश, 1955, दिनांक 7-12-1955 की धारा 9 (सीसी) द्वारा प्रदत्त अधिकारी का प्रयोग करते हुए मैं लाइसेंस संख्या : पी/एस/1743009/सी/एक्स एक्स/50/डब्ल्यू/37-38, दिनांक 20-2-74 की सीमाशुल्क निकासी प्रति को रद्द करने का आदेश देता हूँ।

4. अब आवेदक के मामले पर आयात व्यापार नियंत्रण नियम तथा क्रियाविधि पुस्तक, 1974-75 के पैरा 320 के अनुसार उपर्युक्त लाइसेंस की सीमाशुल्क निकासी प्रति की अनुलिपि जारी करने के लिए विचार किया जाएगा।

[ संख्या एम-91/एस एस आई/पी-59/ए एम-74/है. ]

पी० गोविन्दराजू, उप-मुख्य नियंत्रक

## CANCELLATION ORDER

**S.O. 1795.**—M/s. Suppala Rangaiah Handloom & Dyeing Works, 3/64, Rudhroor Post, Bodhan Taluk, Nizamabad District A.P. were granted licence No. P/S/1743009/C/XX/50/W/37-38 dated 20-2-74 for Rs. 5,000/- (Rupees five thousand only). They have now applied for issue of duplicate copy of the Customs Purposes copy of the above licence on the ground that the original copy has been lost/misplaced without having been utilised at all.

2. The applicant has filed an affidavit on stamped paper in support of their contention as required under Para 322 read with Appendix 8 of Import Trade Control Hand Book of Rules and Procedure, 1974-75. I am satisfied that original Customs Purposes copy has been lost/misplaced.

3. In exercise of the powers conferred on me under Clause 9(cc) of Imports (Control) Order 1955 dated 7-12-1955 as amended upto date. I order the cancellation of Customs Purposes copy of licence No. P/S/1743009/C/XX/50/W/37-38 dated 20-2-74.

4. The applicant's case will now be considered for the issue of duplicate Customs Purposes copy of the above licence in accordance with Para 320 of Import Trade Control Hand Book of Rules & Procedure, 1974-75.

[File No. S-91/SSI/P-59/AM-74/Hyd.]

P. GOVINDARAJU, Dy. Chief Controller  
Imports and Exports

## प्रौद्योगिक विकास, विज्ञान एवं प्रौद्योगिक संस्थान

## भारतीय मानक संस्था

नई दिल्ली, 24 जून, 1974

क्र० प्र० 1796.—समय समय पर मण्डित भारतीय मानक संस्था (प्रमाणन चिह्न) विनियम 1955 के विनियम 3 के उपविनियम (1) के अनुसार भारतीय मानक संस्था द्वारा अधिसूचित किया जाता है कि नीचे अनुसूची में दिए गए 88 आइसोसों का नवीकरण माह नवम्बर 1972 में किया गया है :

## अनुसूची

क्रम संख्या	लाइसेंस सं० और तिथि	वैधता से	की अवधि तक	लाइसेंस धारी का नाम और पता	लाइसेंस के अधीन वस्तु/प्रक्रिया और ससम्बन्धी : पदनाम
(1)	(2)	(3)	(4)	(5)	(6)
1. सी एम/एल-150	15-10-1959	1-11-1972	31-10-1973	ट्रि पैकिंग मैटीरियल कारपोरेशन, खाद्य गैली से परे, गोखले रोड, बम्बई-28	जलसह पैकिंग का कागज- IS : 1398-1968
2. सी एम/एल-188	27-4-1960	16-11-1972	15-11-1973	भारत स्टार्च एण्ड केमिकल्स लि०, (क) शावे का स्टार्च मक्के का आटा- शाकघर जमुना नगर, (जगाधरी रेलवे स्टेशन) जिला भम्बाला	(क) खाने का स्टार्च मक्के का आटा- IS : 1005-1957 और (ख) वस्त्र उद्योग में उपयोग के लिए मक्के का स्टार्च— IS : 1184-1968
3. सी एम/एल-317	26-6-1961	1-11-1972	31-10-1973	केबल कारपोरेशन आफ इंडिया लि०, लक्ष्मी बिल्डिंग, 6 बैलाड रोड, बैलाड इस्टेट, फोर्ट बम्बई-1	3.3 कि० बी० तक बिजली सप्लाई के लिए कागज रोधित सीसा के खोपदार केबल— IS : 692-1965
4. सी एम/एल-339	1-9-1961	1-11-1972	31-10-1973	प्रोडक्शन मेटर फार इलेक्ट्रिक मोटर्स, तिरुवल्ला (केरल)	तीन फेजी प्रेरण मोटर 7.5 कि० वा० (10, हा० पा०), 'ए' श्रेणी के रोधन वाले— IS : 325-1961
5. सी एम/एल-349	20-10-1961	1-11-1972	31-10-1973	केबल कारपोरेशन आफ इंडिया लि०, लक्ष्मी बिल्डिंग, 6 बैलाड रोड, बैलाड इस्टेट, फोर्ट बम्बई-1	1100 बोल्ड तक कार्यकारी बोल्डमा के लिए पी वी सी रोधित (भारी इयूटी) बिजली के सप्लाई केबल— IS : 1554 (भाग 1)-1964
6. सी एम/एल-452	3-9-1962	1-11-1972	30-4-1973	नार्वेन मिनरल्स प्रा० लि०, दौलताबाद रोड, गुड़गांव (हरियाणा)	बी एच सी धूलन पाउडर— IS : 651-1962
7. सी एम/एल-481	29-11-1962	16-11-1972	15-11-1973	गवर्नमेण्ट सेट्रल लाक फैक्टरी, (उद्योग निदेशालय प० बंगाल सरकार) बड़गठिया, जिला हावड़ा	(क) पीतल के ताले— IS : 275-1961 और (ख) 'एम' टाइप पीतल के ताले— IS : 1018-1961
8. सी एम/एल-496	9-1-1963	16-11-1972	15-5-1973	सर्वजीत इलेक्ट्रिकल वर्क्स, जी टी रोड, गौराबा (उत्तर रेलवे)	'एम ईएम' सुमा फ्यूज आधार और बाहक वाले धातु चडे स्विच 15 एम्पी, 250 बोल्ड— IS : 4064-1967

(1)	(2)	(3)	(4)	(5)	(6)
9. सी एम/एल-588	4-10-1963	16-10-1972	15-10-1973	दि ग्रहमवाबाद मैन्सु एण्ड कैलिको प्रिंटिंग कं० लि०, कैलिको मिल्स, केमि० एण्ड प्लास्टिक्स डिबीजन अतिक बेम्बूर- बम्बई-71	(क) इकहरी कोर (बिना खोल वाले) पी बी सी रोधन केवल, 250/440 बोधोर 650/1100 बो ग्रेड, तांबे अथवा एलुमिनियम चालको वाले— (ख) इकहरी कोर (पी बी सी खोल वाले) पी बी सी रोधन केवल, 250/440 वाल्ट ग्रेड, ओर तांबा अथवा एलुमिनियम चालको वाले ओर 650/1100 वाल्ट ग्रेड केवल तांबे के चालको वाले— IS : 694 (भाग 1 और 2) -1964
10. सी एम/एल-607	11-12-1963	1-11-1972	31-10-1973	प्रोडक्शन सेंटर आफ इलेक्ट्रिक मोटर्स, निम्बूरुना (केरम)	एक फेरी कैपेसिटर स्टार्टर वाले छोटे एसी और यूनिवर्सल बिजली के मोटर 0.18 कि० वा० (0.25 हा० पा०) से 0.75 कि० वा० हा० पा०) 'ए' श्रेणी के रोधन वाले— IS : 996-1964
11. सी एम/एल-732	29-6-1964	1-11-1972	31-10-1973	श्री राम मशीनरी कारपोरेशन प्रा० लि०, कैथोलिक सेंटर, 5/6 आर्सी-नियन स्ट्रीट, मद्रास	संरचना इस्पात (मानक किस्म) IS : 226-1969
12. सी एम/एल-733	29-6-1964	1-11-1972	31-10-1973		संरचना इस्पात (माधारण किस्म) IS : 1977-1969
13. सी एम/एल-791	13-9-1964	16-10-1972	15-10-1973	एलुमिनियम कारपोरेशन आफ इंडिया लि०, जे० के० नगर, निकट आमनसोल (पं० बंगाल)	ए सी एम आर चालक— IS : 398-1961
14. सी एम/एल-802	23-10-1964	16-11-1972	15-11-1973	के० एल० मल्होत्रा ब्रदर्स, इन्ड्यू-एक्स बस्ती नौ, जलधर शहर (पंजाब)	बैडमिंटन रैकट के फ्रेम— IS : 831-1966
15. सी एम/एल-839	23-11-1964	1-12-1972	30-11-1973	इंडस्ट्रियल रिमर्च कारपोरेशन, 128 लैटिम ब्रिज रोड, मद्रास-20	रजको से बनी फाउन्टेनपेन की स्थाही (नीली, लाल और हरी)— IS : 1221-1971
16. सी एम/एल-852	28-11-1964	1-12-1972	30-11-1973	बजबज अमलगामेटेड मिल्स, (यूनिट; बजबज)-57 मौलाना आजाद रोड, बजबज कलकत्ता	(क) भारतीय हेसियन— IS : 2818(भाग 2)-1971 (ख) हेसियन बोरे— IS : 3790-1966
17. सी एम/एल-853	28-11-1964	1-12-1972	30-11-1973		पटसन सैकिंग और सैकिंग कपड़ा— IS : 1943-1964 IS : 2874-1964 IS : 2566-1964 IS : 3667-1966 और : 3751-1966
18. सी एम/एल-860	28-11-1964	1-12-1972	31-12-1973	दि इलहीजी जूट कं० लि०, चाप-दानी, जिला हुगली	(क) भारतीय हेसियन— IS : 2818-(भाग 2)-1971 (ख) हेसियन बोरे— IS : 3790-1966



(1)	(2)	(3)	(4)	(5)	(6)
19 सी एम/एल-861	29-11-1964	1-12-1972	30-11-1973	वि किन्नीसंस जूट मिल्स कं. लि., टीटागढ़, 24 परगना	(क) भारतीय हेमियन— IS : 2818(भाग-2)-1971 (ख) हेमियन बोरे— IS : 3790-1966
20. सी एम/एल-862	29-11-1964	1-12-1972	30-11-1973		(क) ए-ट्रिबल पटसन बोरे— IS : 1913-1964 (ख) बी ट्रिबल पटसन बोरे— IS : 2566-1965 (ग) भारी सी पटसन बोरे— IS : 2874-1964
21. सी एम/एल-865	28-11-1964	1-12-1972	31-12-1973	वि नार्थब्रुक जूट कं. लि., जौगदानी, जिला दुगली	(क) भारतीय हेमियन— IS : 2818 (भाग-2)-1971 और (ख) हेमियन बोरे— IS : 3790-1966
22 सी एम/एल-866	28-11-1964	1-12-1972	31-12-1973		पटसन सैकिंग और सैकिंग कपड़ा— IS : 1943-1964 IS : 2566-1964 IS : 2874-1964, IS : 2875-1964 IS : 3667-1966 IS : 3668-1966 IS : 3750-1966 IS : 3751-1966 और IS : 3794-1966
23. सी एम/एल-868	28-11-1964	1-12-1972	30-11-1973	यूनियन जूट कं. लि., 12 कानबेट लेन, कलकत्ता-15	(क) भारतीय हेमियन— IS : 2818(भाग 2)-1971 और (ख) हेमियन बोरे— IS : 3790-1966
24. सी एम/एल-871	28-11-1964	1-12-1972	30-11-1973	वि बुदी मिल्स कं. लि., नई हट्टी- 24, परगना	(क) भारतीय हेमियन— IS : 2818(भाग-2)-1971 (ख) हेमियन बोरे— IS : 3790-1966
25. सी एम/एल-872	28-11-1964	1-12-1972	30-11-1973		पटसन सैकिंग और सैकिंग कपड़ा— IS : 1943-1964 IS : 2874-1964 IS : 3667-1966 SI : 3750-1966 IS : 2566-1964 IS : 2875-1964 IS : 3668-1966 IS : 3751-1966 और IS : 3794-1966

(1)	(2)	(3)	(4)	(5)	(6)
26. सी एम/एल-881	28-11-1964	1-12-1972	30-11-1973	विक्टोरिया जूट कं. लि० डाकघर तेल्लिनी जिला हुगली	(क) भारतीय हेमियन- IS : 2818(भाग 2)-1971 (ख) हेमियन बोरे- IS : 3790-1966
27. सी एम/एल-882	28-11-1964	1-12-1972	30-11-1973		पटसन सैकिंग और सैकिंग कपड़ा— IS : 1943-1964 IS : 2874-1964 IS : 3667-1966 IS : 3750-1966 IS : 2566-1965 IS : 2875-1964 IS : 3668-1966 IS : 3751-1966 और IS : 3794-1966
28. सी एम/एल-884	28-11-1964	1-12-1972	30-11-1973	हेस्टिंग्स मिल लि०, रिषरा-हुगली	(क) ए-टिबल पटसन के बोरे— IS : 1943-1964 और (ख) बी टिबल पटसन बोरे— IS : 2566-1965
29. सी एम/एल-894	28-11-1964	1-12-1972	30-11-1973	हुकम चन्द जूट मिल्स लि०, 47- बोयपाड़ा रोड, हुलीगहर	पटसन सैकिंग और सैकिंग कपड़ा— IS : 1943-1964, IS : 2874-1964 IS : 3667-1966 IS : 3751-1966 IS : 2566-1965 IS : 2875-1964 IS : 3756-1966 IS : 3794-1966
30. सी एम/एल-903	28-11-1964	1-12-1972	30-11-1973	गगल भाई जूट मिल्स (डिबीजन मफतलाल गगल भाई एण्ड कं० (प्रा० लि०), सिजबेरिया, डाकघर उल्वे- रिया, हाबड़ा।	(क) भारतीय हेमियन— IS : 2818(भाग 2)-1971 (ख) हेमियन बोरे- IS : 3790-1966
31. सी एम/एल-919	28-11-1964	1-12-1972	30-11-1973	दि मई स्ट्रीट जूट मिल्स कं० लि०, डाकघर हजारी नगर 24-परगना	(क) भारतीय हेमियन— IS : 2818 (भाग-2)-1971 (ख) हेमियन बोरे— IS : 3190-1966
32. सी एम/एल-920	28-11-1964	1-12-1972	30-11-1973		बी-टिबल पटसन बोरे— IS : 2566-1965
33. सी एम/एल-947	28-11-1964	1-12-1972	30-11-1973	वि अग्रपाड़ा कं० लि०, डाकघर कमरहट्टी 24-परगना	(क) भारतीय हेमियन— IS : 2818(भाग-2)-1971 (ख) हेमियन बोरे— IS : 3190-1966
34. सी एम/एल-948	28-11-1964	1-12-1972	30-11-1973	वि अग्रपाड़ा कं० लि०, डाकघर कमरहट्टी 24-परगना	(क) ए-टिबल पटसन बोरे— IS : 1943-1964 (ख) बी-टिबल पटसन बोरे— IS : 2566-1965 (ग) भारी 'सी' पटसन कपड़ा— IS : 2874-1964 (घ) बी-टिबल कपड़ा— IS : 3667-1966

(1)	(2)	(3)	(4)	(5)	(6)
35. सी एम/एल-958 28-11-1964		1-12-1972	30-11-1973	प्रबलक जूट मिल्स लि०, कमरहट्टी बी टी रोड, 24-परगना	(क) ए-टिबल पटसन बोरे- IS : 1943-1964 और (ख) बी-टिबल पटसन बोरे- IS : 2566-1965
36. सी एम/एल-977 30-11-1964		1-12-1972	30-11-1973	इंडस्ट्रियल रिसर्च कारपोरेशन 128-लेटिस ब्रिज रोड, मद्रास-20	कैरो-नेलो टैनेट फाउंटेशन की स्थापना- IS : 220-1959
37. सी एम/एल- 1078 31-5-1965		16-10-1972	15-10-1973	श्री हनुमान इंडस्ट्रिज, 65/ए-जी टी रोड, लिलुवा-हावड़ा	10 लीटर 12.5 लीटर और 15 लीटर समई वाली ऊँचाई पर लगने वाली ठलवाँ लोहे की टंकियाँ- IS : 774-1971
38. सी एम/एल-1146 17-9-1965		16-10-1972	15-10-1973	वि लिलुवा स्टील एण्ड वायर कं० लि०, 15/2, बेगूर रोड, लिलुवा, हावड़ा	संरचना इस्पात (मानक किस्म) IS : 226-1969
39. सी एम/एल-1147 17-9-1965		16-10-1972	15-10-1973	—वही—	संरचना इस्पात (साधारण किस्म)— IS : 1977-1969
40. सी एम/एल-1274 31-5-1966		16-10-1972	15-10-1973	सूर आयरन एंड स्टील कं० प्रा० लि०, 378, जी टी रोड, बेगूर, हावड़ा	एक बालक वाले 250 और 350 ग्राम्मी के लगातार अधिकतम हस्त बेल्डिंग धारा के बेल्डिंग ट्रांसफार्मर— IS : 1851-1968
41. सी एम/एल-1392 15-2-1967		16-11-1972	15-5-1973	मिथल पेस्टीसाइड्स, जमुनापार, 9/122, मोतीबाग बागरा (उ० प्र०.)	एन्ड्रिज पायसनीय तेज द्रव— IS : 1310-1958
42. सी एम/एल-1480 24-7-1967		1-11-1972	31-10-1973	हावड़ा लाइट कास्टिंग कं० प्रा० लि०, 74-बनारस रोड, हावड़ा	जलकल कार्यों के लिए स्लम बाल्व ; श्रेणी 1 और 2, 300 मिमी साइज— IS : 780-1969
43. सी एम/एल-1552 [24-10-1967]		1-11-1972	31-10-1973	इंडस्ट्रियल केबल्स (इंडिया) लि०, इण्डस्ट्रियल एरिया, राजपुरा (पंजाब)	जिरोपरि पावर प्रेषण कार्यों के लिए सख्त बिन्धे लड़दार एलु- मिनियम और इस्पात की कोर वाले बालक— IS : 398-1961
44. सी एम/एल-1553 [25-10-1967]		1-11-1972	31-10-1973	वेसीदयाल रोलिंग एंड रिफाइनरीज प्रा० लि०, पोखरत रोड, थाना बम्बई	संरचना इस्पात (मानक किस्म)— IS : 226-1969
45. सी एम/एल-1554 [25-10-1967]		1-11-1972	31-10-1973	—वही—	संरचना इस्पात (साधारण किस्म)— IS : 1977-1969
46. सी एम/एल-1559 [14-11-1967]		16-11-1972	15-11-1973	फर्टिलाइजर एंड केमिकल्स ट्रायनकोर लि०, डाकघर उद्योग मण्डल, अल्वाय केरल	एमोनियम क्लोराइड शुद्ध श्रेष्ठ, टाइप 1 (बैटरियों और शुष्क सेलों के लिए)— IS : 1113-1965
47. सी एम/एल-1568 [24-11-1967]		1-12-1972	30-11-1973	प्रकाश इलेक्ट्रोसाइड्स प्रा० लि०, डाक- घर नैनी, जिला इलाहाबाद	बी एच सी ध्वन पाउडर— IS : 561-1962

(1)	(2)	(3)	(4)	(5)	(6)
48. सी एम/एल-1576 29-11-1967	1-12-1972	30-11-1973	सुवर्ण टिम्बर ट्रेडिंग कं०, महारन- पुर रोड, डाकघर यमुनानगर, जिला अम्बाला	चाय की पेटियों के लिए प्लास्टिक की पट्टियाँ— IS : 10-1970	
49. सी एम/एल-1698 16-5-1968	16-11-1972	15-11-1973	गोल्डन स्टील कार्पोरेशन प्रा० लि० 64-जी टी रोड, निलुबा, हावड़ा	संरचना इस्पात (मानक किस्म)— IS : 226-1969	
50. सी एम/एल-1699 16-5-1968	16-11-1972	15-11-1973	—वही—	संरचना इस्पात (साधारण किस्म)— IS : 1977-1969	
51. सी एम/एल-1749 18-7-1968	16-11-1972	15-5-1973	मिचल पेन्टीसाइड्स, जमुनापार, 9/ 122 मोतीबाग, भागरा (उ० प्र०)	एल्युमिना पायसनीय तेज द्रव— IS : 1307-1958	
52. सी एम/एल-1767 19-8-1968	1-11-1972	30-4-1973	प्रकाश एंड कम्पनी 73-बी, फेज 1, रिवाड़ी लाइन, इण्डस्ट्रियल एरिया, मायापुरी, नई दिल्ली-27	उच्च दाब और अल्प दाब वाले गोलीयता वाल्व (बड़े प्लेजर्नुमा) केवल 15 मिमी साइज— IS : 1703-1968	
53. सी एम/एल-1791 16-9-1968	16-10-1972	15-10-1973	मूर आयरन एंड स्टील कं० प्रा० लि०, 370 जी टी रोड	300 अम्पीयर की अधिकतम लगा- तार हस्त बेल्डिंग धारा धाले डी सी बिजली के बेल्डिंग जेनरेटर— IS : 2635-1966	
54. सी एम/एल-1795 17-9-1968	1-10-1972	30-9-1973	भावनगर केजीटेबल प्राइवेट लि०, बन्दर रोड, भावनगर (गुजरात)	18-मीटर मसाई वाले बर्गज्वा- र टिन— IS : 916-1966	
55. सी एम/एल-1807 9-10-1968	16-10-1972	15-10-1973	अडवासी प्रालिकाम प्रा० लि० बिलास- पुर रोड, रायपुर (म० प्र०)	संरचना इस्पात की सेटल आर्क बेल्डिंग के लिए बड़े इलेक्ट्रोड— IS : 814-1970	
56. सी एम/एल-1812 14-10-1968	16-10-1972	15-10-1973	मूर आयरन एंड स्टील कं० प्रा० लि०, 378, जी टी रोड, बेनूर, हावड़ा	एक आपरेटर वाले रेक्टिफायर लगे डी सी आर्क बेल्डिंग वाले बेल्डिंग पावर स्क्रोट (बेल्डर) 250 अम्पी धारा रेटिंग के— SI : 4559-1968	
57. सी एम/एल-1821 25-10-1968	1-11-1972	30-4-1973	मोतीलाल पेन्टीसाइड्स (इंडिया) मसाली दिल्ली रोड, मधुरा (उ० प्र०)	बी एच सी घुलन पाउडर— IS : 561-1962	
58. सी एम/एल-1854 18-12-1969	16-12-1972	15-12-1973	ट्रावनकोर इलेक्ट्रो-केमिकल इंडस्ट्रीज, लि०, चिगवनम्, जिला कोटायम केरल	कैल्शियम कार्बाइड तकनीकी (किस्म ए और बी— IS : 1040-1960	
59. सी एम/एल-2111 16-10-1969	1-11-1972	31-10-1973	साउथ इंडिया एलुमिनियम कं०, कंडनचावड़ी महाबलीपुर रोड, मद्रास-20	पिटिंग एलुमिनियम और एलु- मिनियम मिश्रधातु के बर्तन, एम आई सी ग्रेड— IS : 21-1959	
60. सी एम/एल-2115 16-10-1969	16-10-1972	15-10-1973	हिन्दुस्तान सेनीटोरी बेयर एण्ड इंडस्ट्रीज लि०, बहादुरगढ़, जिला रोहतक	डब्ल्यू सी और मुन्नालयों के लिए चीनी मिट्टी की (बाल्य रहित साइफननुमा) फ्लश की टेकिया— IS : 774-1971	

(1)	(2)	(3)	(4)	(5)	(6)
61. सी एम/एल-2121 24-10-1969	1-11-1972	31-10-1973	गेस्टकीन विलियम्स लि०, 97, ग्रदल रोड, शाहीमार्ग हावड़ा-3 (प० बंगाल)	(क) छहकोणी वाले काबुले, डिब्बरियां और तालक डिब्बरियां (ध्यास 6-39 मिमी तक) और वाले छहकोणी पेंच (ध्यास 6-24 मिमी तक)--- IS : 1363-1967 (ख) सक्षमता और अर्द्ध-सुक्षमता वाली तालक डिब्बरियां और छहकोणी डिब्बरियां पेंच काबले (6-39 मिमी तक)--- IS : 1364-1967 (ग) खांचदार शंकुछनित मिर वाले और खांचदार उभरे शंकुछनित मिर वाले पेंच (ध्यास 1.6 से 20 मिमी तक)--- IS : 1365-1968 (घ) खांचदार बीज नुमा मिर वाले पेंच (ध्यास 1.6 से 20 मिमी तक)--- IS : 1366-1968 (ङ) काली बर्गाकार काबले और डिब्बरियां (ध्यास 6 से 39 मिमी) और वाले बर्गाकार पेंच (ध्यास 6 से 24 मिमी)--- IS : 2585-1968 (च) रेल के डिब्बों सम्बन्धी काबले (एम 6 से एम 24 तक)- IS : 2609-1964	
62. सी एम/एल-2133 27-10-1969	1-11-1972	31-10-1973	स्वास्तिक स्टील एण्ड एलहड प्राइवट 8/1, नूननपाड़ा रोड, लिलुवा हावड़ा	मंत्रचना इम्पार्ट (साधारण किस्म)--- IS : 1977-1969	
63. सी एम/एल-2130 30-10-1969	1-11-1972	31-10-1973	हरलालका, एम सी एण्ड कम्पनी, इंडस्ट्रियल इस्टेट, बामुनी मेथान गोहाटी (असम)	खाय की पेटियो के लिए धातु के फिटिंग--- IS : 10-1970	
64. सी एम/एल-2315 30-4-1970	1-11-1972	31-10-1973	मनरे बेमिकल इंडस्ट्रीज, मोमीलाल नेहरू रोड, आगरा	बी एच सी धूलन पाउडर--- IS : 561-1962	
65. सी एम/एल-2135 27-10-1970	1-11-1972	31-10-1973	दात्रोदयाला इंडस्ट्रीज, 14/1 मील विल्ली रोड, फरीदाबाद (हर-याणा)	चीड़ का तेल- IS : 5757-1971	
66. सी एम/एल-2448 4-11-1970	1-11-1972	31-10-1973	इलेक्ट्रिकल केबल एण्ड कडक्टर्स प्रा० लि०, 41-बीरेन राय रोड, पूर्व के बेहला, कलकत्ता-	एलुमिनियम के सभी चालक- IS : 398-1961	

(1)	(2)	(3)	(4)	(5)	(6)
67	सी एम/एल-2451 6-10-1970	16-11-1972	15-11-1973	कुट्टी पल्लव हार्म एण्ड कर्नीखर क० प्रा० लि० पूनामल्ली हाई रोज कायम्बटर महाराष्ट्र	लकड़ी के पट्टे और काच ज० दरवाजा के शटर- IS 1003 (भाग 1)-1966 49
68	सी एम/एल 2451 11-11-1970	1-11-1972	31-10-1973	जे० जे० मृकमानजी कापरदेयर पैकरी (प्रो० मैसर्स एम फैजुल्लाभाई एण्ड क०) अफरभाई इन्स्ट्रियल इन्स्टेट 111 एच कुरला अश्वेरी रोड, मंगोल ताका बम्बई 59	पिटिंग एलुमिनियम के बर्तन- ग्रह एस आई सी IS 21-1959
69	सी एम/एल 2459 30-11-1970	1-12-1972	30-11-1973	विजय इन्स्टीज 36/1/1 कैनाल पश्चिम राड कलकत्ता	इस्पात के ड्रम बो-ग्रेड- IS 2552 1970
70	सी एम/एल-2556 1-3-1971	1-12-1972	31-12-1973	दि डलहौजी जट क० लि० चाप- वानी जिला हुगली	पटसन के गलीचा के पीछे लगाने का कपड़ा- IS 4900-1969
71	सी एम/एल 2568 26-2-1971	1-11-1972	30-4-1973	मिथल पेन्सिलाइडम 9/122 मोतीबाग प्रमनापार आगरा-6	बी एस सी जल विमर्जनीय तेज चूण- IS 562 1962
72	सी एम/एल 2589 15-3-1971	1-12-1972	30-4-1973	यनियम जट कपनी लि०, 12 कान्ठर लेन, कलकत्ता	पटसन के गलीचा के पीछे लगाने का कपड़ा- IS 4900-1969
73	सी एम/एल-2636 29-3-1971	16-11-1972	15-11-1973	यनास्टेड पुत्तवराजर्म बावला आगरा-7	गन्धुन का पायसनीय तेज द्रव- IS 1310 1958
74	सी एम/एल 2774 17-9-1971	1-10-1972	31-3-1973	गसोमियटेड इस्ट्रुमेंट मैनु० (इंडिया) प्रा० लि० 35-नजफगढ़ राड, नई दिल्ली-15	ल-शानलिंग परीक्षण स प्रयुक्त उपकरण- IS 1554-1969
75	सी एम/एल 2777 27-9-1971	1-10-1972	30-9-1973	फोर्ट ग्लोस्टर इन्स्टीज लि० (इकाई 'य' मिल फोर्ट ग्लोस्टर (जिला हावड़ा) (प० बंगाल)	(क) ग-ट्रिगल पटसन बोरे IS 1943 1964 (ख) बी-ट्रिगल पटसन बोरे- IS 2566-1965
76	सी एम/एल-2780 8-10-1971	16-10-1972	15-10-1973	इंडो जापान स्टीम लि० 5/1 जीटी राड केलूर मठ हावड़ा (प० बंगाल)	कवच बढ़ाने के लिए जस्ता रहित मृदु इस्पात के टेप- IS 3975 1967
77	सी एम/एल-2785 22-10-1971	1-11-1972	31-10-1973	दि सरकार आयरन एण्ड मिल्स आगरा राड ब्रिखरोली बम्बई 83	सरचना इस्पात (मानक किस्म)- IS 266-1969
78	सी एम/एल-2786 22-10-1971	1-11-1972	31-10-1973		सरचना इस्पात (साधारण किस्म)- IS 1977-1969
79	सी एम/एल-2787 26-10-1971	1-11-1972	31-10-1973	मेरीफर इन्स्टीज श्री रामलेन, जिल्हा आयल मिल्स के सामने शाहबरा- दिल्ली	(क) तापनय रोधित कुलसह केबल, पी बी सी रोधित और पी बी सी खोल वाल, इकहरी कार वाले केबल, 250/440 और 650/ 1100 वाट एलुमिनियम वापकी वाले- IS 3035 (भाग-1) 1965

(1)	(2)	(3)	(4)	(5)	(6)
80	सी एम/एल-2788 27-10-1971	1-11-1972	31-10-1973	जे० के० स्टील एण्ड इस्टीज लि० रिपरा, जिला हृगली (प० बंगाल)	केबलों पर चढ़ाने के लिए जस्ता रहित मृदु इस्पात— IS 3975-1967
81.	सी एम/एल-2789 28-10-1971	1-11-1972	31-10-1973	शिवपुर आयरन एण्ड स्टील वर्क्स, तिरुंगाय बालिजाग रोड, तिन- सुडिया (अरुम)	चाय की पेटियों के लिए धातु के फिटिंग— IS 10-1970
82.	सी एम/एल-2792 29-10-1971	1-11-1972	31-10-1973	मनराम रामजी दास आयरन एण्ड स्टील रोलिंग मिल्स मंडी गोविन्दगढ़ (पंजाब)	सरचना इस्पात (मानक किस्म)— IS 226-1969
83	सी एम/एल-2793 29-10-1971	1-11-1972	31-10-1973	"	सरचना इस्पात (साधारण किस्म)— IS 1977-1969
84	सी एम/एल-2799 5-11-1971	16-11-1972	15-11-1973	दि इंडियन स्टील रोलिंग मिल्स लि०, मिल बिल्डिंग, नगरपट्टिनम्	बाड़ लगाने के लिए जस्ता लड़े कांटेदार तार-साइज 1, 2, 3 और 4 टाइप-ए— IS 278-1969
85	सी एम/एल-2801 5-11-1971	16-11-1972	15-5-1973	विक्टर केबल्स कार्पोरेशन, 185-जी टी राड, साहिबाबाद (उ० प्र०)	पोलीइथाइलीन रोपित और पी० बी० सी० खोल वाले केबल, इकहरी कार के एंस्मिनियम बालको वाले— IS 1596-1962
86	सी एम/एल-2803 8-11-1971	16-11-1972	15-9-1973	प्रेम चन्द जूट मिल्स, (पट्टाधारी . मोनाज़ली टी एण्ड इस्टीज लि०), चेरील हावड़ा	सूती गाठ लपेटने के लिए पटमन का कपड़ा— IS 4436-1967
87	सी एम/एल-2819 26-11-1971	1-12-1972	30-11-1973	अग्रवाल हाइड्रियर वर्क्स प्रा० लि०, डी बी रोड, धनसर धनबाद-बिहार	कश्रीट प्रबलन के लिए टंठी मरोड़ी विस्तृत इस्पात की सरिया— IS 1786-1966
88.	सी एम/एल-2820 26-11-1971	1-12-1972	30-11-1973	दि हिन्द आयरन फाउन्ड्री रेल्वे रोड, बटाला (पंजाब)	ब्रह्माती पानी के लिए धनवा लोहे के पाइप केवल 100 मिमी साइज वाले— IS 1230-1968

[स० सी० एम० डी०/13 : 12]

## MINISTRY OF INDUSTRIAL DEVELOPMENT, SCIENCE &amp; TECHNOLOGY

Indian Standards Institution

New Delhi, the 24 June, 1974

**S. O. 1796.**—In pursuance of sub-regulation (1) of Regulation 8 of the Indian Standards Institution (Certification Marks) Regulations, 1955, as amended from time to time, the Indian Standards Institution, hereby, notifies that eighty eight licences, particulars of which are given in the following Schedule, have been renewed during the month of November 1972:

## SCHEDULE

Sl. No.	Licence No. and Date	Period of Validity From To		Name & Address of the Licensee	Article/Process covered by the Licence and the Relevant IS: Designation
1	2	3	4	5	6
1.	CM/L-150 15-10-1959	1-11-1972	31-10-1973	The Packing Materials Corporation Khad Gally, of Gokhale Road (South) Bombay-28	Water proof packing paper IS: 1398-1968
2.	CM/L-188 27-4-1960	16-11-1972	15-11-1973	Bharat Starch & Chemicals Ltd., P.O. Jamuna Nagar (Rly. Station Jagedhri), Distt. Ambala	(a) Edible maize starch (corn flour)- IS:1005-1957 and  (b) Maize starch for use in the cotton textile industry IS:1184-1968

1	2	3	4	5	6
3. CM/L-317 26-6-1961	1-11-1972	31-10-1973	Cable Corporation of India Ltd. Laxmi Building, 6 Ballard Road, Ballard Estate, Fort, Bombay-1.	Paper-insulated lead-sheathed cables for electricity supply up to and including 33 kV. IS:692-1965	
4. CM/L-339 1-9-1961	1-11-1972	31-10-1973	Production Centre for Electric Motors, Tiruvalla (Kerala)	Three-phase induction meters upto 7.5 kW (10 hp) with class 'A' insulation— IS:325-1961	
5. CM/L-349 20-10-1961	1-11-1972	31-10-1973	Cable Corporation of India Ltd. Laxmi Building, 6 Ballard Road, Ballard Estate, Fort Bombay-1.	PVC insulated (heavy duty) electric cables for working voltages upto and including 1100 volts— IS : 1554 (Part I)—1964	
6. CM/L-452 3-9-1962	1-11-1972	30-4-1973	Northern Minerals Pvt Ltd. Daultabad Road, Gurgaon (Haryana)	BHC duffing powders— IS:561-1962	
7. CM/L-481 29-11-1962	16-11-1972	15-11-1973	Government Central Lock Factory (Directorate of Industries, Govt. of West Bengal) Bargachia Distt. Howrah	(a) Brass padlocks— IS: 275-1961 and (b) M. Type Brass padlock — IS : 1018-1961	
8. CM/L-496 9-1-1963	16-11-1972	15-5-1973	Sarvjit Electrical Works G.T. Road, Goraya (N. Rly.)	Metal clad switches 15 Amp 250 Volts with MEM Type fuse base and carrier— IS : 4064-1967	
9. CM/L-588 4-10-1963	16-10-1972	15-10-1973	The Ahmedabad Mfg. & Calico Printing Co. Ltd. Calico Mills Chem & Plastics Division, Anik-Chembur Bombay-71	(a) Single core (unsheathed) PVC insulated cables 250-440 volts and 650-1100 volts grade with copper or aluminium conductors; (b) Single core (PVC sheathed) PVC insulated cables 250/440 volt grade with copper or aluminium conductor and 650/1100 volt grade with copper conductors only— IS : 694 (Parts I & II)—1964	
10. CM/L-607 11-12-1963	1-11-1972	31-10-1973	Production Centre for Electric Motors Tiruvalla (Kerala)	Single-phase capacitor start small AC and universal electric motors from 0.18 kW (0.25 hp) to 0.75 kW (1 hp) with class 'A' insulation— IS: 996-1964	
11. CM/L-732 29-6-1964	1-11-1972	31-10-1973	Sri Rama Machinery Corpn. Pvt. Ltd. Catholic Centre, 5/6 Armenian Street, Madras	Structural steel (standard quality)— IS: 226-1969	
12. CM/L-733 29-6-1964	1-11-1972	31-10-1973	-Do-	Structural steel (Ordinary quality)— IS: 1977-1969	
13. CM/L-791 13-9-1964	16-10-1972	15-10-1973	Aluminium Corpn. of India Ltd. Jay Kaynagar, Near Asansol (West Bengal)	ACSR conductors— IS : 398-1961	
14. CM/L-802 23-10-1964	16-11-1972	15-11-1973	K.L. Malhotra Bros., WX-83 Basti Nau Jullundur City (Pb.)	Badminton racket frames— IS : 831-1966	
15. CM/L-839 23-11-1964	1-12-1972	30-11-1973	Industrial Research Corporation, 128 Lattice Bridge Road, Madras-20	Dye-based fountain pen inks (blue red & green)— IS : 1221-1971	
16. CM/L-852 28-11-1964	1-12-1972	30-11-1973	Budge Budge Amalgamated Mills (Unit: Budge Budge) 57 Maulana Azad Road, Budge Budge, Calcutta.	(a) Indian hessian— IS : 2818 (Pt II)—1971 (b) Hessian bags— IS : 3790-1966	
17. CM/L-853 28-11-64	1-12-1972	30-11-1973	-do-	Jute sackings and sacking cloth— IS : 1943-1964 IS : 2566-1964 IS : 2874-1964 IS : 3667-1966 & IS : 3751-1966	
18. CM/L-860 28-11-1964	1-12-1972	31-12-1973	The Dalhousie Jute Co. Ltd. Champdany Distt. Hooghly	(a) Indian hessian-- IS: 2818 (Part II)—1971 and (b) Hessian bags. IS: 3790-1966	
19. CM/L-861 29-11-1964	1-12-1972	30-11-1973	The Kinnison Jute Mills Co Ltd., Titag- ghur, 24 Parganas	(a) Indian hessian— IS: 2818 (Part II)—1971 (b) Hessian bags— IS: 3790-1966	



1	2	3	4	5	6
20. CM/L-862 29-11-1964	1-12-1973	30-11-1973	The Kinnison Jute Mills Co. Ltd., Titaghur, 24 Parganas	(a) A—twill jute bags— IS: 1943-1964 (b) B—twill jute bags— IS: 2566-1965 and (c) Heavy cee jute bags— IS: 2874-1964	
21. CM/L-865 28-11-1964	1-12-1972	31-12-1973	The Northbrook Jute Co. Ltd, Champ- dany, Distt. Hooghly	(a) Indian hessian— IS: 2818 (Part II)—1971 and (b) Hessian bags— IS: 3790-1966	
22. CM/L-866 28-11-1964	1-12-1972	31-12-1973	-do-	Jute sacking and sacking cloth— IS: 1943-1964 IS: 2566-1965 IS: 2874-1964 IS: 2875-1964 IS: 3667-1966 IS: 3668-1966 IS: 3750-1966 IS: 3751-1966 and IS: 3794-1966	
23. CM/L-868 28-11-1964	1-12-1972	30-11-1973	Union Jute Co. Ltd, 12, Convent Lane, Calcutta-15	(a) Indian hessian— IS: 2818 (Part II)—1971 and (b) Hessian bags— IS: 3790-1966	
24. CM/L-871 28-11-1964	1-12-1972	30-11-1973	The Nuddea Mills Co. Ltd, Naihati, 24 Parganas	(a) Indian hessian— IS: 2818 (Part II)—1971 (b) Hessian bags— IS: 3790-1966	
25. CM/L-872 28-11-1964	1-12-1972	30-11-1973	-do-	Jute sackings and sacking cloth— IS: 1943-1964, IS: 2566-1965 IS: 2874-1964, IS: 2875-1964 IS: 3667-1966, IS: 3668-1966 IS: 3750-1966, IS: 3751-1966 and IS: 3794-1966	
26. CM/L-881 28-11-1964	1-12-1972	30-11-1973	Victoria Jute Co Ltd., P.O. Telmipara, Distt. Hooghly	(a) Indian hessian— IS: 2818 (Part II)—1971 and (b) Hessian bags— IS: 3790-1966	
27. CM/L-882 28-11-1964	1-12-1972	30-11-1973	-do-	Jute sackings and sacking cloth IS: 1943-1964, IS: 2566-1965 IS: 2874-1964, IS: 2875-1964 IS: 3667-1966, IS: 3668-1966 IS: 3750-1966, IS: 3751-1966 and IS: 3794-1966	
28. CM/L-884 28-11-1964	1-12-1972	30-11-1973	Hastings Mills Ltd, Rishra, Hooghly	(a) A—twill jute bags— IS: 1943-1964 and (b) B—twill jute bags— IS: 2566-1965	
29. CM/L-894 28-11-1964	1-12-1972	30-11-1973	Hukumchand Jute Mills Ltd, 47, Ghosh- para Road, Halisahar	Jute sackings and sacking cloth— IS: 1943-1964, IS: 2566-1965 IS: 2874-1964, IS: 2875-1964 IS: 3667-1966, IS: 3750-1966 IS: 3751-1966 and IS: 3794-1966	
30. CM/L-903 28-11-1964	1-12-1972	30-11-1973	Gagalbhai Jute Mills (Division: Mafat- lal Gagalbhai & Co Pvt Ltd), Sij- beria, P.O. Ulberia, Howrah	(a) Indian hessian— IS: 2818 (Part II)—1971 (b) Hessian bags— IS: 3790-1966	
31. CM/L-919 28-11-1964	1-12-1972	30-11-1973	The Naihati Jute Mills Co Ltd., P.O. Hazinagar, 24 Parganas	(a) Indian hessian— IS: 2818 (Part II)—1971 (b) Hessian bags— IS: 3790-1966	
32. CM/L-920 28-11-1964	1-12-1972	30-11-1973	-do-	B—twill jute bags— IS: 2566-1965	
33. CM/L-947 28-11-1964	1-12-1972	30-11-1973	The Agarpara Co Ltd, P.O. Kamar- hatty, 24 Parganas	(a) Indian hessian— IS: 2818 (Part II)—1971 (b) Hessian bags— IS: 3790-1966	

1	2	3	4	5	6
34. CM/L-948 28-11-1964	1-12-1972	30-11-1973	The Agarpara Co Ltd. P. O. Kamarhatty, 24 parganes	(a) A-twill jute bags— IS: 1943-1964 (b) B-twill jute bags— IS: 2566-1965 (c) Heavy ccc jute cloth — IS: 2874-1964 (d) B-twill cloth— IS: 3667-1966	
35. CM/L/958 28-11-1964	1-12-1972	30-11-1973	Prabartak Jute Mills Ltd, Kamarhatty, B.T. Road, 24 Parganas	(a) A-twill jute bags— IS: 1954-1964 and (b) B twill jute bags—IS 2566-1965	
36. CM/L-977 30-11-1964	1-12-1972	30-11-1973	Industrial Research Corporation, 128, Lattice Bridge Road, Madras-20	Ferrogallo tannate fountain pen ink— IS: 220-1959	
37. CM/L-1078 31-5-1965	16-10-1972	15-10-1973	Shree Hanuman Industries, 65/A, G.T. Road, Liluah, Howrah	Cast iron flushing cisterns (Bell Type), high level, 10 litres, 12.5 litres and 15 litres capacities— IS: 774-1971	
38. CM/L-1146 17-9-1965	16-10-1972	15-10-1973	The Lillooah Steel and Wire Co Ltd, 15/2 Belur Road, Lillooah, Howrah	Structural Steel (standard quality)— IS: 226-1969.	
39. CM/L-1147 17-9-1965	16-10-1972	15-10-1973	-do-	Structural Steel (ordinary quality) IS: 1977-1969	
40. CM/L-1274 31-5-1966	16-10-1972	15-10-1973	Sur Iron & Steel Co. Pvt. Ltd, 378 G T. Road, Belur, Horrah	Welding transformers of 250 and 350 amperes continuous maximum hand welding current, single opera- tor type— IS : 1851-1968	
41. CM/L-1392 15-2-1967	16-11-1972	15-5-1973	Singhal Pesticides, Jumuna Par, 9/122 Moti Bagh, Agra (U.P.)	India EC— IS : 1310-1958	
42. CM/L-1480 24-7-1967	1-11-1972	31-10-1973	Howrah Light Casting Co. Pvt. Ltd., 74, Benaras Road, Howrah	Sluice valves for water works purposes ; classes 1 and 2, upto 300 mm size . IS : 780-1969	
43. CM/L-1552 24-10-1967	1-11-1972	31-10-1973	Industrial Cables (India) Limited, Industrial Area, Rajpura (Punjab)	Hard-drawn stranded aluminium and steel-cored aluminium conductors for overhead power transmission purposes— IS : 398-1961	
44. CM/L-1553 25-10-1967	1-11-1972	31-10-1973	Devidayal Rolling & Refineries Pvt. Ltd., Pokhran Road, Thane, Bombay	Structural steel (Standard quality) . IS : 226-1969	
45. CM/L-1554 25-10-1967	1-11-1972	31-10-1973	do-	Structural steel (ordinary quality)— IS : 1977-1969	
46. CM/L-1559 14-11-1967	16-11-1972	15-11-1973	Fertilisers and Chemicals Travancore Ltd, P.O. Udyogmandal, Alwaye (Kerala)	Ammonium chloride pure grade, Type T (for batteries & dry cells)— IS : 1113-1965	
47. CM/L-1568 24-11-1967	1-12-1972	30-11-1973	Prakash Insecticides Pvt. Ltd., P.O. Naini, Distt. Allahabad	BHC dusting powders— IS : 561-1962	
48. CM/L-1576 29-11-1967	1-12-1972	30-11-1973	Sudershan Timber Trading Co., Saha- ranpur Road, P.O. Yamunanagar, Distt. Ambala.	Plywood tea-chest battens— IS : 10-1970	
49. CM/L-1698 16-5-1968	16-11-1972	15-11-1973	Golden Steel Corporation Pvt. Ltd., 64, G.T. Road, Liluah, Howrah	Structural steel (standard quality)— IS : 226-1969	
50. CM/L-1699 16-5-1968	16-11-1972	15-11-1973	do-	Structural steel (ordinary quality)— IS : 1977-1969	
51. CM/L-1749 18-7-1968	16-11-1972	15-5-1973	Singhal Pesticides, Jumuna Par, 9/122, Moti Bagh, Agra (U.P.)	India EC— IS : 1307-1958	
52. CM/L-1767 19-8-1968	1-11-1972	30-4-1973	Parkash & Co., 73-B, Phase I, Rewari Line, Industrial Agra, Mayapuri, New Delhi-27.	Ball valves (horizontal plunger type), high pressure and low pressure, 15 mm size only— IS : 1703-1968	
53. CM/L-1791 16-9-1968	16-10-1972	15-10-1973	Sur Iron & Steel Co. Pvt. Ltd., 378 G.T. Road, Belur, Howrah	DC electric welding generator having maximum continuous hand welding current of 300 amperes— IS : 2635-1966	
54. CM/L-1795 17-9-1968	1-10-1972	30-9-1973	Bhanagar Vegetable Products Ltd, Bunder Road, Bhavnagar (Gujarat)	18-litre square tins— IS : 916-1966	

1	2	3	4	5	6
55. CM/L-1807 9-10-1968	16-10-1972	15-10-1973	Advani-Ozrlkon Pvt. Ltd., Bilaspur Road, Raipur (M.P.)	Covered electrodes for metal arc welding of structural steel— IS : 814-1970	
56. CM/L-1812 14-10-1968	16-10-1972	15-10-1973	Sur Iron & Steel Co Pvt. Ltd., 378 G.T. Road, Belur, Howrah	Single operator rectifier type dc arc welding, welding power source, current rating, 240 amperes— IS : 4559-1968	
57. CM/L-1821 25-10-1968	1-11-1972	30-4-1973	Motilal Pesticides (India), Masani-Delhi Road, Mathura (U.P.)	BHC dusting powders— IS : 561-1962	
58. CM/L-1854 6-12-1969	16-12-1972	15-12-1973	Travancore Electro-Chemical Industries Ltd., Chingavanam, Distt. Kottayam (Kerala)	Calcium carbide, technical (Quality A & B)— IS : 1040-1960	
59. CM/L-12111 16-10-1969	1-11-1972	31-10-1973	South India Aluminium Co., Kandanchavadi Mahabalipuram Road, Madras-20	Wrought aluminium and aluminium alloy utensils, Grade 'SIC'— IS : 21-1959	
60. CM/L-2115 16-10-1969	16-10-1972	15-10-1973	Hindustan Sanitaryware & Industries Ltd., Bahadurgarh, Distt. Rohtak.	Flushing cisterns for water closets and urinals (valveless siphonic type) vitreous china— IS : 774-1971	
61. CM L-2121 27-10-1969	1-11-1972	31-10-1973	Guest, Keen, Williams Ltd., 97, Andual Road, Shalimar, Howrah-3 (W. Bengal)	(a) Black hexagon bolts, nuts and lock nuts (diameter range 6-39 mm) and black hexagon screws (diameter range 6-24 mm)— IS : 1363-1967 (b) Precision and semi-precision hexagon bolts, screws, nuts and lock nuts (dia. range 6-39 mm)— IS : 1364-1967 (c) Slotted countersunk head and slotted raised counter sunk head screws (diameter range 1.6-20mm)— IS : 1365-1968 (d) Slotted cheese head screws (diameter range 1.6-20mm) IS : 1366-1968 (e) Black square bolts and nuts (diameter range 6-39mm) and black square screws (diameter range 6-24 mm) IS : 2585-1968 and (f) Coach bolts (M6 to M24) IS : 2609-1964	
62. CM/L-2123 27-10-1969	1-11-1972	31-10-1973	Swastika Steel & Allied Products, 8/1, Nutan Prara Road, Liluah, Howrah	Structural steel (ordinary quality)— IS : 1977-1969	
63. CM/L-2130 30-10-1969	1-11-1972	31-10-1973	Harlalka, M.C.&Co., Industrial Estate, Bamuni Maidan, Gauhati (Assam)	Tea-chest metal fittings— IS : 10-1970	
64. CM/L-2315 30-4-1970	1-11-1972	31-10-1973	Sunray Chemical Industries, Motilal Nehru Road, Jamuna Kinara, Agra	BHC dusting powders— IS : 561-1962	
65. CM/L-2435 27-10-1970	1-11-1972	31-10-1973	Dajodwala Industries, 14/1 Mile, Delhi-Mathura Road, Faridabad (Haryana)	Pine Oil— IS : 5757-1971	
66. CM/L-2448 4-11-1970	1-11-1972	31-10-1973	Electrical, Cables & Conductors Pvt. Ltd., 41, Biren Roy Road, East, Behala, Calcutta-8	All aluminium conductors— IS : 398-1961	
67. CM/L-2451 6-10-1970	16-11-1972	15-11-1973	Kutty Flush Doors & Furniture Co. Pvt. Ltd. Poonamallee High Road, Koyambedu, Madras-49	Timber panelled and glazed door shutters— IS : 1003(Part I)-1966	
68. CM/L-2454 11-11-1970	1-11-1972	31-10-1973	J.J. Lookmanji Copperware Factory. (Prop : M/s. M. Faizullahbhai & Co.) Jafarbhay Industrial Estate, 111-H, Kurla Andheri Road, Marol Naka, Bombay-58	Wrought aluminium utensils, Grade 'SIC'— IS : 21-1959	
69. CM/L-2459 30-11-1970	1-12-1972	30-11-1973	Bilaya Industries, 36/1/1, Canal West Road, Calcutta	Steel drums, B-2 grade— IS : 2552-1970	
70. CM/L-2556 1-3-1971	1-12-1972	31-12-1973	The Dalhousie Jute Co. Ltd., Champdani, Distt. Hooghly	Jute carpet backing fabric— IS : 4900-1969	

1	2	3	4	5	6
71.	CM/L-2568 26-2-1971	1-11-1972	30-4-1973	Singhal Pesticides, 9-122, Moti Bagh, Jamuna Par, Agra-6	BHC water dispersible powder concentrates-- IS : 562-1962
72.	CM/L-2589 15-3-1971	1-12-1972	30-11-1973	Union Jute Co. Ltd., 12, Convent Lane Calcutta-15	Jute carpet backing fabric-- IS : 4900-1969
73.	CM/L-2636 29-3-1971	16-11-1972	15-11-1973	United Pulverisers, Bodla, Agra-7	Endrin emulsifiable concentrates-- IS : 1310-1958
74.	CM/L-2774 17-9-1971	1-10-1972	31-3-1973	Associated Instruments Manufactures (India) Pvt. Ltd., 35 Najafgarh Road, New Delhi-15	Apparatus used in 'Le-Chatelier test-- IS : 1554-1969
75.	CM/L-2777 27-9-1971	1-10-1972	30-9-1973	Fort Gloster Industries Ltd., (Unit--New Mill), Fort Gloster (Distt. Howrah) (West Bengal)	(a) A-twill jute bags--IS : 1943-1964 and (b) B-twill jute bags-- IS : 2566-1965
76.	CM/L-2780 8-10-1971	16-10-1972	15-10-1973	Indo-Japan Steels Ltd., 5/1 G.T. Road, Belurmath, Howrah (West Bengal)	Mild steel tape for armouring ungalvanized-- IS : 3975-1967
77.	CM/L-2785 22-10-1971	1-11-1972	31-10-1973	The Sirdar Iron & Steel Mills, Agra Road, Vikhroli, Bombay-83	Structural steel (standard quality)-- IS : 226-1969
78.	CM/L-2786 22-10-1971	1-11-1972	31-10-1973	The Sirdar Iron & Steel Mills, Agra Road, Vikhroli, Bombay-83	Structural steel (ordinary quality)-- IS : 1977-1969
79.	CM/L-2787 26-10-1971	1-11-1972	31-10-1973	Meryfur Industries, Sri Ram Lane, Opp. Jindal Oil Mills, Shahdara, Delhi	(a) Thermoplastic insulated weather proof cables, PVC insulated and PVC sheathed, single core, 250/440 and 650/1100 volts with aluminium conductors-- IS : 3035(Part I)--1965 (b) Thermoplastic insulated weather proof cables, polythelene insulated and polythelene sheathed, single core, 650/1100 Volts with aluminium conductors-- IS : 3035 (Part II) -1967
80.	CM/L-2788 27-10-1971	1-11-1972	31-10-1973	J K. Steel & Industries Ltd., Rishra, Distt. Hooghly (West Bengal)	Mild steel ungalvanized tapes for armouring cables-- IS : 3975-1967
81.	CM/L-2789 28-10-1971	1-11-1972	31-10-1973	Sewpur Iron & Steel Works, Tingrai Balizan Road, Tinsukia (Assam)	Tea-chest metal fittings-- IS : 10-1970
82.	CM/L-2792 29-10-1971	1-11-1972	31-10-1973	Sant Ram Ramji Dass Iron & Steel Rolling Mills, Mandi Gobindgarh (Punjab)	Structural steel (standard quality)-- IS : 226-1969
83.	CM/L-2793 29-10-1971	1-11-1972	31-10-1973	Do.	Structural steel (ordinary quality)-- IS : 1977-1969
84.	CM/L-2799 5-11-1971	16-11-1972	15-11-1973	The Indian Steel Rolling Mills Ltd., Mill Bldgs, Nagapattinam	Galvanized steel barbed wire for fencing, sizes 1, 2, 3, & 4 of Type A IS : 278-1969
85.	CM/L-2801 5-11-1971	16-11-1972	15-5-1973	Victor Cables Corporation, 185, G.T. Road, Sahibabad( U.P.)	Polythelene insulated and PVC sheathed cables, single core with aluminium conductors-- IS : 1596-1962
86.	CM/L-2803 8-11-1971	16-11-1972	15-9-1973	Premchand Jute Mills, (Lessee: Sonajuli Tea & Industries Ltd.), Chengail, Howrah	Jute bagging for wrapping cotton bales-- IS : 4436-1967
87.	CM/L-2819 26-11-1971	1-12-1972	30-11-1973	Agarwal Hardware Works Pvt. Ltd., D.B. Road, Dhansar, Dhanbad, Bihar	Cold twisted deformed steel bars for concrete reinforcement-- IS : 1786-1966
88.	CM/L-2820 26-11-1971	1-12-1972	30-11-1973	The Hind Iron Foundry, Railway Road, Batala (Punjab)	Cast iron rain water pipes, 100 mm size only-- IS : 1230-1968

क्रा० प्रा० 1797.— समय-समय पर संशोधित भारतीय मानक सभ्या (प्रमाणन चिह्न) विनियम 1955 के विनियम 8 के उपविनियम (1) के अनुसार भारतीय मानक सस्था द्वारा अधिसूचित किया जाता है कि 28 लाइसेंस जिनके स्पीरे नीचे अनुसूची में दिए गए हैं, लाइसेंसधारियों को मानक सम्बन्धी मुहर लगाने का अधिकार देने हुए माह दिसम्बर, 1972 में स्वीकृत किए गए हैं:—

## अनुसूची

क्रम संख्या	लाइसेंस संख्या (सी एम एल) संख्या	वैधाना की अवधि		लाइसेंसधारी का नाम और पता	लाइसेंस के अधीन वस्तु/प्रक्रिया और तत्संबंधी IS : पदनाम
		से	तक		
(1)	(2)	(3)	(4)	(5)	(6)
1.	सी एम/एल-3237 7-12-1972	16-12-1972	15-12-1973	मैसूर, कमशियल लि०, पोस्टबैग सं० 2276, यशवन्तपुर, बंगलौर- 22	सजवाट के लिए परतवाली प्लाइवुड— IS : 1328-1970
2.	सी एम/एल-3238 7-12-1972	16-12-1972	15-12-1973	—वही—	ब्लॉकबोर्ड— IS : 1659-1969
3.	सी एम/एल-3239 7-12-1972	16-12-1972	15-12-1973	—वही—	प्लाइवुड के लच्छे लगे लकड़ी के समतल कपाट (ठोस मध्यभाग वाले)— IS : 2202 (भाग 1)-1966
4.	सी एम/एल-3240 7-12-1972	16-12-1972	15-12-1973	—वही—	सामान्य कार्यों के लिए प्लाइवुड IS : 30-3-1960
5.	सी एम/एल-3241 7-12-1972	16-12-1972	15-12-1973	सौराष्ट्र आयरन फाउंड्री एण्ड स्टील वर्क्स प्राइवेट लिमिटेड, बंदर रोड, भावनगर, गुजरात	18 लीटर समाईवाले वर्गीकार टिन— IS : 916-1966
6.	सी एम/एल-3242 7-12-1972	16-12-1972	15-12-1973	मविता केमिकल्स प्राइवेट लि०, प्लाट सं० 17 थाना बेलापुर रोड, थाना (महाराष्ट्र)। इनका कार्यालय 231, दादाभाई नौरोजी रोड, बम्बई-1 में है।	रोधन तेल— IS : 335-1963
7.	सी एम/एल-3243 7-12-1972	16-12-1972	15-12-1973	राजेन्द्र इलेक्ट्रिकल इंडस्ट्रीज प्रा० लि० प्लाट सं० 14 शाह इंड- स्ट्रियल इस्टेट, वीरा वेसाई रोड, ग्राम्बील्ली, अंधेरी, बम्बई-58 इनका कार्यालय 325, कालबा वेवी रोड, बम्बई-2 में है।	तीन फेजी प्रेरण मोटर-3.7 कि० वा० (5 हा० पा०) के 'ह' श्रेणी के रोधन लगे— IS : 325-1961
8.	सी एम/एल-3244 7-12-1972	16-12-1972	15-12-1973	एवेरेस्ट प्लाइवुड इंडस्ट्रीज माटीगर, डाकघर माटीगर जिला दार्जिलिंग (प० बंगाल)	चाय की पेटियों के लिये प्लाइवुड के लच्छे— IS : 10-1970
9.	सी एम/एल-3245 7-12-1972	16-12-1972	15-12-1973	मद्रास मशीन टूल मैन्युफैक्चर्स लि०, 8/146-बी, त्रिजी रोड, सिगनल्लूर डाकघर, कोयम्बटूर-5 (तमिलनाडु)	निम्न रेटिंग के खड़े प्रकार के बीजल इंजिन — कि० वा० चक्कर प्रति मिनट टाइप 3.67 (हा० पा०) 1500 एम बी-1 IS : 1601-1960

(1)	(2)	(3)	(4)	(5)	(6)
10. सी एम/एल-3246 8-12-1972	16-12-1972	15-12-1973	शुकबांइ इडिया लि०, मेन रोड, ब्राइटफील्ड, बंगलोर जिला (मैसूर राज्य) । इनका कार्यालय : 9, शेक्सपियर सरणि कलकत्ता-9 में है ।	धुननशील काफी पाउडर— IS : 3309-1965	
11. सी एम/एल-3247 8-12-1972	16-12-1972	15-12-1973	—वही—	धुननशील काफी पाउडर— IS : 2791-1974	
12. सी एम/एल-3248 8-12-1972	16-12-1972	15-12-1973	टेकनीन्द केबल्स, एफ-5, इंडस्ट्रियल इस्टेट, नन्दयाल आर० एम० कुर्मूल, जिला घांघ्र प्रदेश	मभी एलुमिनियम और एमीएस आर बालक— IS : 398-1961	
13. सी एम/एल-3249 8-12-1972	16-12-1972	15-12-1973	सुदर्शन प्लास्टिक्स इंडस्ट्रीज, मार्बेरिटा (असम) ।	बाय की पेटियों के लिए प्लास्टिक्स के तख्ते— IS : 10-1970	
14. सी एम/एल-3250 8-12-1972	16-11-1972	15-11-1973	एकवी जनरल इंडस्ट्रीज, 6/1 नवाब विलावरजंग रोड, कासीपुर, कल-कत्ता-1  इनका कार्यालय 44 एफ-रफी अहमद किववई रोड, कलकत्ता 16 में है ।	मभी दाब पर पानी की साखई के लिए 50 मिमी तक बाहरी व्यास वाले अस्पष्टतन्त्र पोली-इथाइलीन पाइप— IS 3076-1968	
15. सी एम/एल-3251 8-12-1972	16-11-1972	15-11-1973	—वही—	अंग्रेजी टट्टियों के प्लास्टिक की सीट और उनके हक्कन (फेनोलिक प्लास्टिक और मूरिया फार्मलिडिहाइड— IS : 2548-1967	
16. सी एम/एल-3252 11-12-1972	16-11-1972	15-11-1973	बम्बई केमिकल्स प्रा० लि०, 19-बिकटोरिया रोड लो लेवल रे रोड, मजगांव बम्बई-10  इनका कार्यालय 129-महात्मागांधी रोड, फोर्ट बम्बई-1 में है ।	मालाधियान 50% पायसनीय तेज-द्रव— शर : 2567-1963	
17. सी एम/एल-3253 11-12-1972	16-12-1972	15-12-1973	हिन्दुस्तान मिनरल प्रॉडक्ट्स प्रा० लि०, प्लाट सं० 27, मैगनीज विभाग, सेबरी बम्बई-15  इनका कार्यालय III-इंडस्ट्रियल एरिया, मिश्रोन बम्बई-22 में है ।	2,4 डी-सोडियम तकनीकी— IS : 1488-1959	
18. सी एम/एल-3254 11-12-1972	16-12-1972	15-12-1972	मोंटर एण्ड मशीनरी सुपुफेक्चर्स लि०, 10-जांपुर रोड, वक्षिण वमवम कलकत्ता-30  इनका रजि० कार्यालय 3/1, कृष्ण बिहारी मेन्टस्ट्रीट कलकत्ता-7 में है ।	तीन फेजी प्रेरण मोटर, 0.75 कि० वा० (1 हा० पा०) से 18.5 कि० वा० (25 हा० पा०) 'ए' श्रेणी के रोधन वाले— IS : 325-1961	
19. सी एम/एल-3255 11-12-1972	16-12-1972	15-12-1973	श्रीराम रेफीजरेणन इंडस्ट्रीज लि०, बालनगर, टाउनशिप, हैदराबाद-37 (प्रा० प्र०)	तीन फेजी प्रेरण मोटर, 3.7 कि० वा० (5 हा० पा०) 'इ' श्रेणी के रोधन लगी— IS : 325-1961	

(1)	(2)	(3)	(4)	(5)	(6)
20 सी एम/एल-3256 12-12-1972	16-12-1972	15-12-1973	इन्टरनेशनल एजेंसी (इडिया) 25, एन० जी० साह रोड, बेहला कलकत्ता-61 इनका कार्यालय 6/3, मैदान स्ट्रीट, कलकत्ता में है।	एलिग्न पायमनीय तेजब्रव— IS 1307-1958	
21 सी एम/एल-3257 12-12-1972	16-12-1972	15-12-1973	एकरो जनरल इंडस्ट्रीज, 6/1, नवाब विलावर जंग रोड, कासीपुर-कलकत्ता-2 इनका कार्यालय : 44 ए-रफीग्रहमव किवबई रोड, कलकत्ता-16 में है।	पीने के पानी की सप्लाई के लिए उच्च घनत्व पोलीथेनहाइलीन पाइप (1) 315 मिमी बाहरी और उतने तक व्यास और 2 5 किग्राब से०मी० रेटिंग के दाब वाले— (2) 160 मिमी बाहरी और उतने तक व्यास और कि० ग्रा० 2 से०मी० रेटिंग दाब वाले— (3) 63 मिमी बाहरी और उतने तक व्यास और 6 कि० ग्रा०/2 से०मी० रेटिंग दाब वाले— IS 4984-1972	
22. सी एम/एल-3258 12-12-1972	16-12-1972	15-12-1973	श्री विजयबुर्गा पुरुवरार्द्धाग्रिग मिल्स, डी० डी० टी० जल विसर्जनीय तेज बुर्ग मिरु गुप्ता राड, बेलारी, इनका कार्यालय . मिरुगुप्ता राड, भवम्माबायी बेलारी में है।	IS 565-1961	
23 सी एम/एल-3259 18-12-1972	1-1-1973	31-12-1973	पावर केबलम प्रार्वेड लिमिटेड, पश्चिमी रेलवे 'डी' कंनिन क सामने छानो राड, बड़ौदा-2 (गुजरात)	पी बी सी राधिन केबल— (1) इकहरी कोर, खोलवाले और बिना खोलवाले, 250/440 वा० और 650/1100 वोल्ट ग्रेड वाले एलुमिनियम चालक, (2) दुहरी कोर, चपटे, 650/1100 वा० ग्रेड वाले एलुमिनियम चालक— IS 694(भाग 2)-1964	
24. सी एम/एल-3260 [19-12-1972]	1-1-1973	31-12-1973	जनरल इलेक्ट्रोड एण्ड इक्विपमेण्ट लिमिटेड, प्लाट स 4/1, राड घाना (महाराष्ट्र) इनका कार्यालय जी जी हाउस, रेवेपिन स्ट्रीट, फाटे, बम्बई-1 में है।	संरचना इस्पात की मेटल आर्क वेल्डिंग के लिए ठके इलेक्ट्रोड IS 814-1970	
25 सी एम/एल-3261 19-12-1972	1-1-1973	31-12-1973	पावर केबलम प्रा० लि०, पश्चिम रेलवे डी कंनिन के सामने, छानो रोड, बड़ौदा-2 (गुजरात)	ताप नम्बर श्रुतुग्न राधिन केबल पी बी सी राधिन और पी बी सी खोलवाले दुहरी कोर, चपटे 650/1100 वोल्ट ग्रेड वाले, एलुमिनियम चालकी वाले— IS 3035 (भाग 1)-1965	

(1)	(2)	(3)	(4)	(5)	(6)
26. सी एम/एल-3262 19-12-1972		1-1-1973	31-12-1973	वेकटेश्वर ऐग्रो-केमिकल्स एण्ड मिनरल्स, प्लाट सं० 4 बी, इंडिस्ट्रियल इस्टेट, भम्बास्तूर	एन्ड्रिन पायमनीय तेजद्वार— IS : 1310-1958
27. सी एम/एल-3263 19-12-1972		16-12-1972	15-12-1973	जन्ता इंजीनियरी एण्ड फाउंडरी वर्क्स, आकुलिया, डाकघर आकुलिया, जिला सिंहभूम, बिहार	केवल 150 मिमी, 75 मिमी, 100 मिमी और 150 मिमी साइज के बालू ढाने लोहे के पाइप— IS : 1729-1964
28. सी एम/एल-3264 19-12-1972		1-1-1973	31-12-1973	किलॉस्कर घायल इंजिन लि०, 15/4, वी सील पन्थर, मधुरा रोड, फरीदाबाद।	निम्नलिखित रेटिंग के डीजल इंजिन— किवा० 3.15 (5 ह्याप) च० प्रति मिनट 1500 टाइप टी बी। किवा० 5.15 (7 बी० ह्याप) च० प्रति मिनट 1500 टाइप टी बी। किवा० 5.88 (8 बी० ह्याप) च० प्रति मिनट 1800 टाइप बी, एम बी,— IS : 160-1960

[सं० सी एम डी/13 : 11]

**S.O. 1797.**—In pursuance of sub Regulation (1) of regulation 8 of the Indian Standards Institution (Certification Marks) Regulations 1955, as amended from time to time, the Indian Standards Institution hereby notifies that twentyeight licences, particulars of which are given in the following Schedule, have been granted during the month of December 1972 authorising the licensees to use the Standard Marks :

## SCHEDULE

Licence No. (CM/L—) Sl. No.	Period of Validity From	To	Name and Address of the Licensee	Article/Process Covered by the Licences and the Relevant IS : Designation	
(1)	(2)	(3)	(4)	(5)	(6)
1. CM/L-3237	7-12-1972	16-12-1972	15-12-1973	Mysore Commercial Union Ltd, Post Bag No. 2276, Yeswantpur, Bangalore-22.	Veneered decorative plywood— IS : 1328-1970
2. CM/L-3238	7-12-1972	16-12-1972	15-12-1973	-do-	Blackboards— IS : 1659-1969
3. CM/L-3239	7-12-1972	16-12-1972	15-12-1973	-do-	Wooden flush door shutters (solid core type) plywood face panels— IS:2202 (Part 1)-1966
4. CM/L-3240	7-12-1972	16-12-1972	15-12-1973	-do-	Plywood for general purposes— IS : 303-1960
5. CM/L-3241	7-12-1972	16-12-1972	15-12-1973	Sayrashtra Iron Foundry & Steel Works Private Limited, Bunder Road, Bhavnagar, Gujarat.	18—lites square tins— IS : 916-1966
6. CM/L-3242	7-12-1972	16-12-1972	15-12-1973	Savita Chemicals Private Limited, Plot N. 17, Thana Belapur Road, Thana (Maharashtra having their Office at 231, Dadabhoy Naoraji Road, Bombay-1).	Insulating oil for transformer and switchgear— IS : 335-1963
7. CM/L-3243	7-12-1972	16-12-1972	15-12-1973	Rajendra Electrical Industries Pvt. Limited, Plot No. 14, Shah Industrial Estate, Vira Desai Road, Ambivli, Andheri (West) Bombay-58 having their Office at 325 Kalbadevi Road, Bombay-2.	Three-phase induction motors, 3.7 KW (5 Hp) with class 'E' insulation IS : 325-1961



(1)	(2)	(3)	(4)	(5)	(6)
8. CM/L-3244 7-12-1972	16-12-1972	15-12-1973	Everest Plywood Industries, Matigara, P.O. Matigara, Distt. Darjeeling (West Bengal)	Tea-chest plywood panels— IS : 10-1970	
9. CM/L-3245 7-12-1972	16-12-1972	15-12-1973	Madras Machine Tool Manufactures Ltd. 8/146-B, Trichy Road, Singanallur Post, Coimbatore-5 (Tamil Nadu)	Vertical diesel engines of the following ratings :—  kW                      R.P.M.                      Type 3.67 (HP)              1500                      MV-1 IS : 1601-1960	
10. CM/L- 3246 8-12-1972	16-12-1972	15-12-1973	Brooke Bond India Ltd, Main Road, Whitefield, Bangalore Distt. (Mysore State) having their Office at 9, Shakes- peare Sarani, Calcutta-16	Soluble coffee chicory powder — IS : 3309-1965	
11. CM/L-3247 8-12-1972	16-12-1972	15-12-1973	-do-	Soluble coffee powder— IS : 2791-1964	
12. CM/L-3248 8-12-1972	16-12-1972	15-12-1973	Technind Cables F-5, Industrial Estate, Nandyal R.S., Kurnool, Distt. Andhra Pradesh	All Aluminium conductors and ACSR conductors— IS : 398-1961	
13. CM/L-3249 8-12-1972	16-12-1972	15-12-1973	Sudershan plywood Industries, Margh- erita (Assam)	Tea-chest plywood panels— IS: 10-1970	
14. CM/L-3250 8-12-1972	16-11-1972	15-11-1973	Emco General Industries, 6/1, Nawab Dilawarjung Road, Cossipore, Calcutta-1 having their Office at 44A, Rafi Ahmed Kidwai Road, Calcutta- 16.	Low density polythelene pipes for potable water supplies of all pres- sure ratings and outside diameters upto and including 50 mm— IS : 3076-1968	
15. CM/L-3251 8-12-1972	16-11-1972	15-11-1973	Emco General Industries, 6/1, Nawab Dilawarjung Road, Cossipore, Cal- cutta-2 having their Office at 44A, Rafi Ahmed Kidwai Road, Calcutta- 16.	Plastic watercloset seats and covers (phenolic plastics and urea far- maldehyde)— IS: 2548-1967	
16. CM/L-3252 11-12-1972	16-11-1972	15-11-1973	Bombay Chemicals Pvt. Ltd., 19, Vic- toria Road, Low Level, Roay Road, Mazagaon, Bombay-10 having their Office at 129, Mahatma Gandhi Road, Fort, Bombay-1.	Malathion 50% emulsifiable concen- trates— IS: 2567-1963	
17. CM/L-3253 11-12-1972	16-12-1972	15-12-1973	Hindustan Mineral Products Pvt. Ltd., Plot No. 27, Mangnese Deptt., Sewri, Bombay-15 having their Office at 111 Industrial Area, Sion, Bom- bay-22.	2, 4-D-Sodium technical— IS: 1488-1959	
18. CM/L-3254 11-12-1972	16-12-1972	15-12-1973	Motor & Machinery Manufacturers Ltd., 10, Jawpur Road, South Dum- Dum, Calcutta-30 having their Regd. Office, 3/1, Krishna Behari Sent Street, Calcutta-7 (W. Bengal).	Three-phase induction motors from 0.75 kW (1 HP) upto 18.5 kW (25 HP) with class 'A' insulation— IS: 325-1961	
19. CM/L-3255 11-12-1972	16-12-1972	15-12-1973	Shriram Refrigeration Industries Ltd., Balanagar, Township, Hyderabad-37 (A.P.)	Three-phase induction motors, upto 3.7 kW (5 HP) with class 'E' induc- tion— IS: 325-1961	
20. CM/L-3256 12-12-1972	16-12-1972	15-12-1973	International Agency (India), 25, N.G. Saha Road, Behala, Calcutta-61 hav- ing their Office at 6/3, Madan Street, Calcutta-13.	Aldrin emulsifiable concentrates— IS: 1307-1958.	
21. CM/L-3257 12-12-1972	16-12-1972	15-12-1973	Emco General Industries, 6/1, Nawab Dilawar Jung Road, Cossipore, Cal- cutta-2 having their Office at 44A, Rafi Ahmed Kidwai Road, Calcutta- 16.	High density polyethylene pipes for potable water supplies: (i) Upto and including 315 mm out- side diameter and of pressure ratings 2.5 kgf/cm <sup>2</sup> . (ii) Upto and including 160 mm outside diameter and of pressure rating 4 kgf/cm <sup>2</sup> . (iii) Upto and including 63 mm outside diameter and of pressure rating 6 kgf/cm <sup>2</sup> . IS: 4984-1972.	

(1)	(2)	(3)	(4)	(5)	(6)
22. CM/L-3258 12-12-1972	16-12-1972	15-12-1973	Sri Vijayadurga Pulverising Mills, Siruguppa Road, Bellary having their Office at Siruguppa Road, Avamma-bavi, Bellary.	DDT water dispersible powder con-centrates— IS: 565-1961.	
23. CM/L-3259 18-12-1972	1-1-1973	31-12-1973	Power Cables Private Limited, Opp. W. Rly, 'D' Cabin, Chhani Road, Baroda-2 (Gujarat).	PVC insulated cables: (i) Single core, sheathed and un-sheathed, 250/440 volts and 650/1100 volts grade with aluminium conductor ; (ii) Twin core, flat, 650/1100 volts grade with aluminium conduc-tor— IS: 694 (Part II)-1964.	
24. CM/L-3260 19-12-1972	1-1-1973	31-12-1973	General Electrodes & Equipment Li-mited Plot No. E/1, Road, No. 7, Thana Industrial Area, Thana (Ma-harashtra) having their Office at Jiji House Raveline Street, Fort, Bom-bay-1.	Covered electrodes for metal arc welding of structural steel.— IS-814-1970	
25. CM/L-3261 19-12-1972	1-1-1973	31-12-1973	Power Cables Pvt. Ltd., Opp., W. Rly. 'D' Cabin, Chhani Road, Baroda-2 (Gujarat).	Thermoplastic insulated weatherproof cables, PVC insulated and PVC sheathed twin core, flat, 650/1100 volts grade with aluminium conduc-tors— IS: 3035 (Part I)-1965.	
26. CM/L-3262 19-12-1972	1-1-1973	31-12-1973	Venkateshwara Agro-Chemicals & Minerals, Plot No. 4.B, Industrial Estate, Ambattur.	Indrin emulsifiable concentrates— IS: 1310-1958.	
27. CM/L-3263 19-12-1972	16-12-1972	15-12-1973	Janta Engineering & Foundry Works, Chakulia, P.O. Chakulia, Distt. Singhbhum, Bihar.	Sand cast iron soil pipes sizes 50 mm, 75 mm 100 mm and 150 mm only— IS: 1729-1964.	
28. CM/L-3264 19-12-1972	1-1-1973	31-12-1973	Kirloskar Oil Engines Ltd., 15/4 Mile-stone, Mathura Road, Faridabad.	Diesel engines of the following ratings kW 3.67 (5 HP) R.P.M. 1500 Type TV I kW 5.15 (7 BHP) R.P.M. 1500 Type TV I kW 5.88 (8 BHP) R.P.M. 1800 Type S VI IS: 1601-1960.	

[No. CMD/13 : 11]

नई दिल्ली, 2 जुलाई, 1974

क्र० आ० 1798.—समय-समय पर संशोधित भारतीय मानक संस्था (प्रमाणन चिन्ह) विनियम 1955 के विनियम 8 के उपविनियम (1) के अनुसार भारतीय मानक संस्था द्वारा अधिसूचित किया जाता है कि 56 लाइसेंस जिनके ध्योरे नीचे अनुसूची में दिए गए हैं, लाइसेंसधारियों को मानक सम्बन्धी मुहर लगाने का अधिकार देते हुए जनवरी, 1973 में स्वीकृत किए गए हैं।

## अनुसूची

क्रम	लाइसेंस संख्या	वैधता की अवधि		लाइसेंसधारी का नाम और पता	लाइसेंस के अधीन वस्तु/प्रक्रिया और तत्सम्बन्धी
	संख्या (सी एम/एल--)	से	तक		IS : पर नाम
(1)	(2)	(3)	(4)	(5)	(6)
1.	सी एम/एल-3265 3-1-1973	1-1-1973	31-12-1973	मेसमाइजर ऐरोमैटिक्स (इंडिया) प्रा० लि०, याद सदन टंक रोड, मद्रास-44	कस्तूरी जाइलोन-- IS : 3145-1965
2.	सी एम/एल-3266 3-1-1973	1-1-1973	31-12-1973	-वही-	कस्तूरी एमब्रेट-- IS : 3131-1965
3.	सी एम/एल-3267 3-1-1973	1-1-1973	31-12-1973	एकमेक इंजीनियर्स एण्ड मैनु० ए-22, एच एम टी, इंडस्ट्रियल इस्टेट बंगलार-31 (मैसूर)	लाइव मेटर-- IS : 3793-1966

(1)	(2)	(3)	(4)	(5)	(6)
4. सी एम/एल-3268 3-1-1973	1-1-1973	31-12-1973	आदोमीबाइल इंडस्ट्रियल कारपोरेशन, मोहन मिल्स कम्पाउंड, कोलशेट रोड, आना (महाराष्ट्र) (कार्यालय आकाशदीप फेब्रिज, बम्बई-7)	जस्ता क्लोराइड, बैटरी और तकनीकी— 15 : 701-1966	
5. सी एम/एल-3269 3-1-1973	1-1-1973	31-12-1973	दि एग्री इंडस्ट्रियल केमिकल्स क०, 13-ग, कल्याणी वियु रूपपुर (नैनीताल)	एल्ट्रिन पायमनीय नेज पाउडर— 15 : 1308-1958	
6. सी एम/एल-3270 3-1-1973	1-1-1973	31-12-1973	श्री सन्तोष सा मिल्स, इन्ड्यू-9 इंड- स्ट्रियल एरिया, समुतलनगर	चाय की पेटियों के लिए प्लाइवुड की पट्टियाँ— 15 : 10-1970	
7. सी एम/एल-3271 3-1-1973	1-1-1973	31-12-1973	जे जे एच इंडस्ट्रीज प्रा० लि०, डी-25, बलन्त्रनगर रोड, इंडस्ट्रियल एरिया साईड सं० 1 गाजियाबाद	शिरोपरिपावर प्रेषण कार्यों के लिए सड़क बिजली लड़दार एलुमिनियम और इस्पात की कोर वाले एल्युमिनियम बालक 15 : 398-1961	
8. सी एम/एल-3272 3-1-1973	1-1-1973	31-12-1973	केहर मजिकल एण्ड एलाइड प्राइवेट प्रा० लि०, सी-34 पनकी इंड- स्ट्रियल इस्टेट कानपुर-20	जूतों में लगने वाली इस्पात की बधाव टोपियाँ, टाइप 1 और टाइप 2 15 : 5852-1970	
9. सी एम/एल-3273 5-1-1973	16-1-1973	15-1-1974	दि सामनगर जूट फैक्टरी क० लि०, भद्रेधर डाकघर हुगली (कार्यालय 3 कलाइव रोड, कलकत्ता-1 प० बंगाल)	बुझरी ताने वाले आटे के बोरे— 15 : 3994-1967	
10. सी एम/एल-3274 5-1-1973	16-1-1973	15-1-1974	गेस्ट कीन विलियम्स लि०, 97- अबूल रोड, हावडा-3 (प० बंगाल)	ज्वाला और प्रेषण द्वारा कठोरकारी इस्पात— 15 : 3930-1966	
11. सी एम/एल-3275 5-1-1973	16-1-1973	15-1-1974	—वही—	कार्बन और कार्बन मुक्तय मैगनीज इस्पात— 15 : 4431-1967	
12. सी एम/एल-3276 5-1-1973	16-1-1973	15-1-1974	—वही—	कठोरीकरण और टेम्पर देने के लिए इस्पात— 15 : 5517-1969	
13. सी एम/एल-3277 5-1-1973	16-1-1973	15-1-1974	गेस्ट, कीन विलियम्स लि०, 97- अबूल रोड, हावडा-3 (प० बंगाल)	मालगाइयो के डिब्बों के लिए स्प्रिंग बनाने के लिए इस्पात— 15 : 3195-1965	
14. सी एम/एल-3278 5-1-1973	16-1-1973	15-1-1974	—वही—	परतवार कमनियाँ (माल गाइयो के डिब्बों के लिए) बनाने के लिए इस्पात (1) भाग 1 जपेटे सेक्शन 15 : 3885 (भाग 1)-1966 (2) भाग 2 फाक (रिब) और खास सेक्शन— 15 : 3885 (भाग 2)-1969	
15. सी एम/एल-3279 5-1-1973	1-1-1973	31-12-1973	कोसन मेटल प्राइवेट प्रा० लि०, कलमेधर, (कलमेधर स्टेशन के समीप) तहसील साओनर, जिला नागपुर (महाराष्ट्र) (कार्यालय लक्ष्मी इण्डोरेस बिल्डिंग) सर फिरोज मेहता रोड, बम्बई-1	अल्पदाब द्रवित गैसी के भंडारण और परिवहन के लिए बेल्ट किए हुए अल्प कार्बन इस्पात के 33.3 मीटर जलसमाई वाले मिक्सर— 15 : 3196-1968	
16. सी एम/एल-3280 8-1-1973	16-1-1973	15-1-1974	रस्टन एण्ड हार्न्सबी (इंडिया) लि०, बिजवाड, पूना-19 (महाराष्ट्र)	निम्न रेटिंग के क्षैतिज डीजल इंजन— किवा चक्कर/मिलट टाइप 3.90 (5 हाफ) 550 1 एच थार 15 : 1601-1960	

(1)	(2)	(3)	(4)	(5)	(6)
17. सी एम/एल-3281 8-1-1973	1-1-1973	15-1-1974	कलकत्ता कन्टेनर एण्ड प्रिंटिंग वर्क्स, 99/4 डी कराया रोड, कलकत्ता-19	चाय की पेटियों के लिए धातु के फिटिंग— IS : 10-1970	
18. सी एम/एल-3282 8-1-1973	1-1-1973	31-12-1973	वि इंडियन केबल कं० लि०, केबल हाउस हेडक्वार्टर इंडस्ट्रियल इस्टेट, पूना-13 (कार्यालय : 9 हेअर स्ट्रीट, कलकत्ता-1)	सभी एलुमिनियम चालक और एसी एस धारक— IS : 398-1961	
19. सी एम/एल-3283 8-1-1973	1-1-1973	3-12-1973	—वही—	निम्न प्रकार के रबड़ रोधित केबल— टाइप जपाऊ प्रकार के (क) बी आई आर केबल (1) सख्त रबड़ खोल वाले 250/440 और 650/1100 बो (2) ब्रेडेड और सह- मिश्रित 250/440 और 650/1100 बो (3) अत्युसह 250/440 और 650/1100 बो (4) ज्वालासह 250/440 और 650/1100 बो (ख) लकड़ीले की आई आर केबल— (5) टी आर एस बेल्टिंग केबल तांबा (ग) लकड़ीले की आई आर डोरिया (6) दुहरी मरोड़ी, धरेलूमा (7) सख्त रबड़ खोल बलिया 250/440 बो (8) ब्रेडेड और सहमिश्रित केबल तांबा (वर्कशॉप वाले) IS : 434 (भाग 1)—1964 और IS : 434 (भाग 2)—1964	चालक तांबा अथवा एलुमिनियम
20. सी एम/एल-3284 8-1-1973	1-1-1973	31-12-1973	वि इंडियन केबल कं० लि०, केबल हाउस हेडक्वार्टर इंडस्ट्रियल इस्टेट, पूना-13 (कार्यालय : 9 हेअर स्ट्रीट कलकत्ता-1)	टाइप (क) पी बी सी रोधित केबल (1) इकहरी कोर (बिना खोल वाले) (2) इकहरी कोर (पी बी सी खोलवाले) 650/1100 बो (3) गोल, दुहरी, तीन और चार कोर (पी बी सी खोल वाले) तांबा या एलुमिनियम (4) जपटे दुहरे इसी सी लगे या बिना लगे पी बी सी खोल वाले 250/440 बो (ख) पी बी सी रोधित लकड़ीले डोरिया (5) गोल दुहरी, तीन और चार कोर केबल तांबा (पी बी सी खोलवाले) 250/440 बो (6) दुहरी मरोड़ी (बिना खोलवाली) 250/440 बो IS : 694 (भाग 1)—1964 और IS : 694 (भाग 2)—1964	चालक तांबा या एलुमिनियम

(1)	(2)	(3)	(4)	(5)	(6)
21 सी एम/एल-3285 8-1-1973	1-1-1973	31-12-1973	दि इंडिया रबल क० लि०, केबल हाउस हेडागर इन्स्ट्रियल इस्टेट प्ला-13(कार्यालय 9 हज़ार म्मीट कलकत्ता-1	एलुमिनियम अथवा तांबे के चातको वाले पी वी सी राशित भारी इग्नी ब्रिजली के केबल-1100 वा नए कार्यकारी वापस आये-- 15 1554 (भाग 1)-1964	
22 सी एम/एल-3286 8-1-1973	1-1-1973	31-12-1973	-बही-	एलुमिनियम चातको वा पानीयोन राशित और पी वी सी गाना वात केबल इकट्टरी कोर और इहरी कोर चापडे-- 15 1591-1962	
23 सी एम/एल-3287 8-1-1973	1-1-1973	31-12-1973	-बही-	ताप नम्य राशित कतुमह केबल-- (1) पी वी सी राशित और पी वी सी खोल वाले इकट्टरी कोर, 250/140 वा ग्रेड एलुमिनियम चातको वाले-- 15 3035 (भाग 1)-1965 (2) पानीइथाइलीन राशित टेप लगे, ग्रेड और ग्रेडमिनित-- (1) इकट्टरी कोर 250/140 वा और 650/1100 वा ग्रेड एलुमिनियम चातको वाले-- (2) इहरी कोर, 250/140 वा और 650/1100 वा ग्रेड एलुमिनियम चातको वाले-- 15 3037 (भाग 2)-1965 (3) पोलोइथाइलीन राशित और पानीइथाइलीन खोल वाले इकट्टरी कोर 250/440 वा ग्रेड, एलुमिनियम चातको वाले-- 15 3035 (भाग 3)-1967	
24 सी एम/एल-3288 8-1-1973	16-1-1973	15-1-1974	दि महाराष्ट्र शगर मिल्स लि० लि (क-नगर तातक, श्रीरामपुर फीटा ग्रहमदनगर (कार्यालय इन्स्ट्रियल एण्डोरेम बिल्डिंग, चर्चगेट, बनर्सी-20)	जिन-- 15 4100-1967	
25 सी एम/एल-3289 8-1-1973	16-1-1973	15-1-1974	डवाइड प्रारकटम, टेम्पल रोड गैस्ट हिल काशीकट-5 (कोरम राज्य)	गुवाण हण तातक-- 15 966-1962	
26 सी एम/एल-3290 8-1-1973	16-1-1973	15-1-1974	राष्ट्रीय इंजीनियरी वर्क (रजि०) जी० टी० रोड, बटाला	केबल 100 मि०मी० माउज के बलवा जोडे के वर्मानी पानी के पाउर-- 15 1230-1968	
27 सी एम/एल-3291 8-1-1973	1-1-1973	31-12-1973	भोर इन्स्टीटूट लि० भोर, जिला पुना (महाराष्ट्र) (कार्यालय 335 गीर सायरुस मार्ग बम्बई-18)	ट्रेसिंग कपडा-- 15 2037-1967	
28 सी एम/एल-3292 8-1-1973	16-1-1973	15-1-1974	दि विक्टोरिया जूट क० लि०, देवित पाण डाउणर जिला मंगली (ग० बंगाल) (कार्यालय 3 कनाडय रोड, कलकत्ता-1)	दुमरे ताते बाते आटे के बरि-- 15 3954-1967	
29 सी एम/एल-3293 9-1-1973	1-1-1973	28-2-1974	दहन मेम्टी रजम वर्क (ग्रा०) लि० अतिवेट, अमृतपुर, मद्रास-58	दहीकृत बवाव तातक-- 15 2553-1971	
30 सी एम/एल-3294 9-1-1973	16-1-1973	15-1-1974	युनिवर्सल केबल लि०, डाकघर बिल्वा कापोनी मंगला (म० प्र०)	पी वी सी राशित और पी वी सी खोल वाले टोम एलुमिनियम चातको वाले केबल बोल्डता रेटिंग 1100 वा से अधिक-- 15 1288-1967	

(1)	(2)	(3)	(4)	(5)	(6)
31. सी एम/एल-3295 9-1-1973	16-1-1973	15-1-1974	एम बी एम एफ (पेन्ट डिपोजिट) ए- डिलमिल इडमिग्रेशन एरिया दिल्ली-32	सूखा डिस्ट्रिक्ट- 15 427-1965	
32. सी एम/एल-3296 9-1-1973	16-1-1973	15-1-1974	भारत मेटल इडमिग्रेशन एण्ड मागगाछी लेन (विलजला) कनकला-39	चाय की पेठिया के लिए धातु के फिटिंग- 15 10-1970	
33. सी एम/एल-3297 9-1-1973	16-1-1973	15-1-1974	करी प्रा० लि०, 13/7 मधुरा राड फरीदाबाद (हमियाणा)	पेच कम --- (1) हल्की ड्यूटी वाले तक्षुगनुमा ब्लेड वाले पेच का (बिजलीगरी के लिए) (2) तक्षुगनुमा ब्लेड वाले पेचकम (इजीनियरी के लिए) (3) फिटिंग टोपी तथा पेचा के लिए पेच कम- 15 841-1962	
34. सी एम/एल-3298 10-1-1973	16-1-1973	15-1-1974	गुनाइटेड फुल्लराइजर्स, बोंदला, आगरा-7	डी डी टी पायसनीय तेज ब्रश- 15 633-1956	
35. सी एम/एल-3299 15-1-1973	16-1-1973	15-1-1974	विदर्भ काग्रेसरिडब मार्केटिंग सोसायटी लि०, फैक्टरी डिपोजिट, बडनेरा रोड, पोस्ट बाकस सं० 46, अमरा- यती	डी डी टी धूलन पाउडर- 15 555-1961	
36. सी एम/एल-3300 15-1-1973	16-1-1973	15-1-1974	आणापुरा इडमिग्रेशन, आरामवा इडमिग्रेशन इस्टेट, मोटापुर (१० रेलवे) गुजरात राज्य	एलमिनियम बालको वाले तापनम्प प्लास्टिक रोडित आनुमह केबल, पी वी सी रोडित और पी वी सी बोले वाले इडमिग्रेशन कोर, 250/410 बोले ग्रेड- 15 3035 (भाग 1)-1965	
37. सी एम/एल-3301 17-1-1973	1-2-1973	31-1-1974	कृषि कोमिन प्राइवेट्स, मुम्बई, जय- नगर (दक्षिण) बंगलौर-11	मालाधियान धूलन पाउडर- 15 2568-1963	
38. सी एम/एल-3302 17-1-1973	1-2-1973	31-1-1974	माइने इडमिग्रेशन, जी० टी० रोड, माहिबाबाद (गाजियाबाद) जिला मेरठ (२० प्र०)	दरखाजो, डिडमिग्रेशन और रोडनेटाना के लिए बल्लित इस्पात के सेक्शन एफ 4 डी- 15 1038-1968	
39. सी एम/एल-3303 17-1-1973	1-2-1973	31-1-1974	गांधी इडमिग्रेशन कारपोरेशन, 29 प्रार/2, इडमिग्रेशन एरिया नई देहली राड, नई दिल्ली	एलमिनियम बालको वाले पी वी सी रोडित बल्लित बल्लित बाले केबल इडमिग्रेशन कोर केबल 250/410 बल्लित 15 691 (भाग 2)-1964	
40. सी एम/एल-3304 23-1-1973	16-1-1973	15-1-1974	रोड, कीट, फिलियम लि०, 97-गार्ड रोड, हावडा (१० बंगाल)	सामान्य इडमिग्रेशन के सशोक्त पुर्जों के निर्माण के लिए कार्रवाई इडमिग्रेशन कोर को सहाय- 15 20-73-1970	
41. सी एम/एल-3305 23-1-1973	16-1-1973	15-1-1974		मनह कार्रकारी इडमिग्रेशन- 15 4432-1967	
42. सी एम/एल-3306 23-1-1973	1-2-1973	31-1-1974	बंगाल पाटर्न लि०, फैक्टरी सं० 2, 3 पगलाडाग रोड, कलकत्ता-10 (कार्यालय 45 टगरा रोड, कल- कत्ता-15)	शिरोपिण पावर साइडो के लिए पोर्समेंट के रोड 11 कि० बा० पिन टाइप- 15 731-1971	
43. सी एम/एल-3307 29-1-1973	1-2-1973	31-1-1974	नेशनल इलेक्ट्रो मेकनिकल क०, लेबर- आई रोड अक्लिनगर राजकाट, 2 (गुजरात)	एक फेजी फाट्टे एडमिग्रेशन के रजत वाले और गुनिवर्मल बिजली के साइड कोविलिट 0.37 कि० बा० (0 5-10 पा०) 15 996-1961	
44. सी एम/एल-3308 29-1-1973	1-2-1973	31-1-1974	कल्याण इडमिग्रेशन कारपोरेशन, दुर्गा- स्थान राकुरर कार्रकारी, जिला पुर्निमा (बिहार)	सामान्य इडमिग्रेशन कार्यों के लिए साधारण इस्पात के बार- 15 280-1972	

(1)	(2)	(3)	(4)	(5)	(6)
45 सी एम/एन-3307 29-1-1973	1-2-1973	31-1-1974	पठानकोट इंडस्ट्रीज प्रा० लि०, बग राड, पठानकोट	चाय की पट्टियों के लिए प्लाइवुड की पट्टियाँ-- 15 10-1970	
46 सी एम/एन-3310 30-1-1973	1-2-1973	31-1-1974	श्रीमन्त कंबल प्रा० लि०, 139, इंडस्ट्रियल एरिया, जोटवाडा जयपुर	शिरोपरिपावर प्रेषण कार्यों के लिए मखन खिन्ने एलुमिनियम और इस्पात की कोर वाले एलु- मिनियम चालन-- 15 198-1970	
47 सी एम/एन-3311 30-1-1973	1-2-1973	31-1-1974	इंडियन एगार्मिंक लि०, पावसर खिज नाडीवनी, बम्बई-67	मलामाइन फार्मरिङहाउस सामग्री-- 15 3669-1966	
48 सी एम/एन-3312 30-1-1973	1-3-1973	29-2-1974	दलयास ट्रेडर्स डाकघर नरनाथम, कालीकट-3 (केरल राज्य)	चाय की पट्टियों के लिए वातु के फिटिंग-- 15 10-1970	
49 सी एम/एन-3313 30-1-1973	1-2-1973	31-1-1974	किल्बिस्कर ग्रार्स लि०, दबाम (म०प्र०)	ठंड, स्वच्छ ताजे पानी के लिए श्रैनिज अपकेंद्रीय पम्प डेवन साइज के 0, के एच 1, के एच 9, के एच 1, एच डी-2, एच डी-2-1 और एन उड्यू-9-- 15 1520-1960	
50 सी एम/एन-3314 31-1-1973	1-2-1973	31-1-1974	राडगा एण्ड इन्फ्रस्ट्रक्चर्स मैनु- फैक्चर्स लि०, मैसूर राड, धगली-26 (केरल)	तापनम्य एगार्मिंक राधिन श्रुतुमह पी बी सी राधिन और पी बी सी खोल वाले कबल-- (1) ड्रफ्टिंग कार्ड 250/440 वा० और 650/1100 वा० ग्रेड एलुमिनियम चालको वाले-- (2) ड्रफ्टिंग कोर चरट, 250/440 वा० ग्रेड एलु- मिनियम चालको वाले-- 15 3035 (भाग 1)--1965	
51 सी एम/एन-3315 31-1-1973	1-2-1973	31-1-1974	एग्रो केमिकल्स (इंडिया), 1-गुप्त राजराजपुर नगर, चेन्नई रोड, तेलंगाना	मातृप्राथमिक पायनरीज रेश-- 15 2587-1963	
52 सी एम/एन-3316 31-1-1973	1-1-1973	31-12-1973	देशीय डेक्कन एण्ड राइस प्रा० लि० पि० पाखरन राड स० 2, पाखरन बैरा, बारा (महाराष्ट्र) (कार्यालय गुप्त मिन्स इस्टेट, दाखाना, गिरगाड, बम्बई-10)	रस्मा के लिए इस्पात के तार-- 15 1835-1972	
53 सी एम/एन-3317 31-1-1973	1-2-1973	31-1-1974	हिन्दू ट्रेडिंग एण्ड मैनु- फैक्चर्स प्रा० लि०, 3706, राजीव गांधी रोड, म. र. बाजार दिल्ली }	जल प्रसारण कार्यों के लिए फ्लाट सहित गोलि वाले बॉय (श्रैनिज एनर्जिया) उच्च दाब और क्षरुप साइज का 15, 14, 13, 12, 11, 10, 9, 8, 7, 6, 5, 4, 3, 2, 1-- 15 1703-1963	
54 सी एम/एन-3318 31-1-1973	1-2-1973	31-1-1974	"	पानी की सप्लाई के लिए पंच तारा खुलने और बंद होने वाली पीपल की वातु हनी टोटिया-गाइज एन 15 मि० वा० -- 15 781-1967	
55 सी एम/एन-3319 31-1-1973	1-2-1973	1-1-1974	आर्याकोट प्रा० लि०, गगधिन डाक- घर बगरा पाडिबेरी	खिजुट-- 15 1011-1968	
56 सी एम/एन-3320 31-1-1973	1-1-1973	31-12-1973	देशीय डेक्कन एण्ड राइस प्रा० लि० पि० पाखरन राड स० 2, पाखरन बैरा बारा (महाराष्ट्र) (कार्यालय गुप्त मिन्स इस्टेट, दाखाना, गिर- गाड बम्बई-10)	छतरी की लालिया के लिए इस्पात के तार-- 15 1221-1967	

[स० सी एम/एन/1311]

डा० ए० क० गुप्ता, उपसहानिदेशक

New Delhi, 2nd July, 1974

**S.O. 1798.**—In pursuance of sub-regulation (1) of Regulation 8 of the Indian Standards Institution (Certification Marks) Regulations, 1955, as amended from time to time, the Indian Standards Institution hereby notifies that fifty six licences, particulars of which are given in the following Schedule, have been granted during the month of January 1973 authorizing the licensees to use the Standard Marks:

## SCHEDULE

Sl. No.	Licence No. (CM/L)	Period of Validity From to		Name and Address of the Licensee	Article/Process covered by the Licences and the Relevant IS: Designation
(1)	(2)	(3)	(4)	(5)	(6)
1.	CM/L-3265 3-1-1973	1-1-1973	31-12-1973	Maschmeijer Aromatics (India) Pvt. Ltd, Grand Southern Trunk Road, Madras-44.	Musk xv101—IS: 3145-1965
2.	CM/L-3266 3-1-1973	1-1-1973	31-12-1973	-do-	Musk Ambrette—IS: 3131-1965
3.	CM/L-3267 3-1-1973	1-1-1973	31-12-1973	Acumac Engineers & Manufacturers, A-22, H.M.F. Industrial Estate, Bangalore 31 (Mysore)	Live centres—IS: 3793-1966
4.	CM/L-3268 3-1-1973	1-1-1973	31-12-1973	Automobile Industrial Corporation, Mohan Mills Compound, Kolseth Road, Thana (Maharashtra) (Office: 'Akash Deep', French Bridge, Bombay-7)	Zinc chloride battery and technical—IS: 701-1966
5.	CM/L-3269 3-1-1973	1-1-1973	31-12-1973	The Agro Industrial Chemicals Co., 13-A, Kalyani View, Rudrapur (Nainital)	Aldrin dusting powders—IS: 1308-1958
6.	CM/L-3270 3-1-1973	1-1-1973	31-12-1973	Shri Santosh Saw Mills, W-9, Industrial Area, Yamuna Nagar	Plywood tea-chest battens—IS: 10-1970
7.	CM/L-3271 3-1-1973	1-1-1973	31-12-1973	J.J.H. Industries P. Ltd, D-25, Buland Shahar Road, Industrial Area, Site No. 1, Ghaziabad.	Hard-drawn stranded aluminium and steel cored aluminium conductors for overhead power transmission purposes—IS: 398-1961
8.	CM/L-3272 3-1-1973	1-1-1973	31-12-1973	Kehr Surgical & Allied Products P. Ltd, C-34, Panki Industrial Estate, Kanpur 20.	Protective steel toe caps for footwear, Type I and Type 2—IS: 5852-1970
9.	CM/L-3273 5-1-1973	16-1-1973	15-1-1974	The Samnuggur Jute Factory Co Ltd, Bhadreswar P.O., Hooghly (Office: 3 Clive Row, Calcutta 1, (West Bengal)	DW flour bags—IS: 3984-1967.
10.	CM/L-3274 5-1-1973	16-1-1973	15-1-1974	Guest, Keen, Williams Ltd, 97 Andul Road, Howrah 3 (West Bengal)	Flame and induction hardening steels—IS: 3930-1966
11.	CM/L-3275 5-1-1973	16-1-1973	15-1-1974	-do-	Carbon and carbon manganese free-cutting steels—IS: 4431-1967
12.	CM/L-3276 5-1-1973	16-1-1973	15-1-1974	-do-	Steels for hardening and tempering—IS: 5517-1969
13.	CM/L-3277 5-1-1973	16-1-1973	15-1-1974	-do-	Steel for the manufacture of volute and helical springs (for railway rolling stock)—IS: 3195-1965
14.	CM/L-3278 5-1-1973	16-1-1973	15-1-1974	Guest, Keen, Williams Ltd, 97 Andul Road, Howrah 3 (West Bengal)	Steel for the manufacture of laminated springs (railway rolling stock) (i) Part I Flat sections—IS: 3885 (Part I)-1966 (ii) Part II Rib and groove sections—IS: 3885 (Part II)-1969
15.	CM/L-3279 5-1-1973	1-1-1973	31-12-1973	Kosan Metal Products Pvt. Ltd, Kalmeshwar, Near Kalmeshwar Rly. Stn, Tehsil Saoner, Distt. Nagpur (Maharashtra) (Office: Laxmi Insurance Building, Sir P.M. Road, Bombay-1)	Welded low carbon steel gas cylinders of 33.3 litres water capacity for the storage and transportation of low pressure liquefiable gases—IS: 3196-1968



(1)	(2)	(3)	(4)	(5)	(6)
16. CM/L-3280 8-1-1973	16-1-1973	15-1-1974	Ruston & Hornsby (India) Ltd, Chinchwa, Poona-19 (Maharashtra).	Horizontal diesel engines of the following ratings: KW 1 90 (5 HP) IS: 1601-1960	R.P.M. 550 Type 1 HR
17. CM/L-3281 8-1-1973	16-1-1973	15-1-1974	Calcutta Containers & Printing Works, 99/4D, Karaya Road, Calcutta-19.	Tea-chest metal fittings	IS: 10-1970
18. CM/L-3282 8-1-1973	1-1-1973	31-12-1973	The Indian Cable Co Ltd, Cable House, Hadapsar Industrial Estate, Poona 13 (Office: 9 Hare Street, Calcutta-1)	All aluminium conductors and ACSR conductors -	IS: 398-1961
19. CM/L-3283 8-1-1973	1-1-1973	31-12-1973	-do-	Rubber-insulated cables of the following types.	
				Type	Voltage Grade Conductors
				(a) VIR cables for fixed wiring	
				(i) Tough rubber sheathed	250/440 and 650/1100 volts Copper or aluminium
				(ii) Braided and compounded	250/440 and 650/1100 volts
				(iii) Weather proof	250/440 and 650/1100 volts
				(iv) Flame retarding	250/440 and 650/1100 volts
				(b) VIR flexible cables	
				(v) TRS welding	— Copper only
				(c) VIR flexible cords	
				(vi) Twin twisted, domestic type	250/440 volts
				(vii) Tough rubber sheathed	250/440 volts
				(viii) Braided and compounded (Workshop Type)	250/440 volts
				IS: 434 (Part I)—1964 and IS: 434 (Part II)—1964.	
20. CM/L-3284 8-1-1973	1-1-1973	31-12-1973	The Indian Cable Co. Ltd, Cable House, Hadapsar Industrial Estate, Poona 13 (Office: 9 Hare Street, Calcutta-1)	Type	Voltage grade Conductor
				(a) PVC insulated cables	
				(i) Single core (unsheathed)	250/440 and 650/1100 volts
				(ii) Single core (PVC sheathed)	250/440 and 650/1100 volts
				(iii) Circular twin, three and four core (PVC sheathed)	250/440 volts
				(iv) Flat twin with or without earth continuity conductor (PVC sheathed)	250/440 volts
				(b) PVC insulated flexible cords	
				(v) Circular twin, three and four core (PVC sheathed)	250/440 volts
				(vi) Twin twisted (unsheathed)	250/440 volts
				IS: 694 (Part I)-1964 and IS: 694 (Part II)-1964	
21. CM/L-3285 8-1-1973	1-1-1973	31-12-1973	The Indian Cable Co Ltd, Cable House, Hadapsar Industrial Estate, Poona 13. (Office: 9 Hare Street, Calcutta 1).	PVC insulated (heavy duty) electric cables for working voltages up to and including 1100 volts with aluminium or copper conductor.	IS: 1554 (Part I)-1964.
22. CM/L-3286 8-1-1973	1-1-1973	31-12-1973	Do.	Polythene insulated and PVC sheathed cables with aluminium conductors, single core and twin core flat—	IS: 1596-1962.
23. CM/L-3287 8-1-1973	1-1-1973	31-12-1973	Do.	Thermoplastic insulated weather proof cables:	
				(i) PVC insulated and PVC sheathed single core, 250/440 volts grade with aluminium conductors —IS: 3035 (Part I)-1965.	
				(ii) Polyethylene insulated, taped, braided and compounded:	
				(i) Single core 250/440 volts and 650/1100 V grade with aluminium conductors.	
				(ii) Twin core, 250/440 volts and 650/1100 V grade with aluminium conductors—IS: 3035 (Part II)-1965.	
				(iii) Polyethylene insulated and polyethylene sheathed, single core, 250/440 volts grade with aluminium conductors—	IS: 3035 (Part III)—1967.

(1)	(2)	(3)	(4)	(5)	(6)
24.	CM/I-3288 8-1-1973	16-1-1973	15-1-1974	The Maharashtra Sugar Mills Ltd., Tilaknagar Taluka Shrirampur Dist., Ahmednagar (Office: Industrial Assurance Building, Churchgate, Bombay 20).	Gin—IS: 4100-1967.
25.	CM/L-3289 8-1-1973	16-1-1973	15-1-1974	Elite Products, Temple Road, West Hill, Calicut 5 (Kerala State).	Desiccated coconut—IS: 966-1962.
26.	CM/L-3290 8-1-1973	16-1-1973	15-1-1974	Rashtriya Engineering Works (Regd), G.T. Road, Batala.	Cast iron rainwater pipes, 100 mm size only—IS: 1230-1968.
27.	CM/I-3291 8-1-1973	1-1-1973	31-12-1973	Bhor Industries Ltd, Bhor, Distt Poona (Maharashtra) (Office: 386, Veer Savarkar Marg, Bombay 18)	Tracing cloth—IS: 2037-1962.
28.	CM/L-3292 8-1-1973	16-1-1973	15-1-1974	The Victoria Jute Co Ltd, Telnipara P.O., Distt Hooghly (West Bengal). (Office: 3 Clive Row, Calcutta 1)	DW flour bags—IS: 3984-1967.
29.	CM/E-3293 9-1-1973	1-3-1973	23-2-1974	Deccan Safety Glass Works (P) Ltd, Athipet, Ambattur, Madras 58.	Toughened safety glasses —IS: 2553-1971.
30.	CM/L-3294 9-1-1973	16-1-1973	15-1-1974	Universal Cables Ltd, P.O. Birla Colony, Satna (M.P.).	PVC insulated and PVC sheathed solid aluminium conductored cables of voltage rating not exceeding 1100 volts—IS : 4288-1967.
31.	CM/L-3295 9-1-1973	6-1-1973	15-1-1974	M.B.S.F. (Paint Division), A-5/3, Jhilmil Industrial Area, Delhi 32.	Dry distemper—IS: 427-1965.
32.	CM/L-3296 9-1-1973	16-1-1973	15-1-1974	Bharat Metal Industries, 6 A, Sappachi Lane (Tiljala), Calcutta 39.	Tea-chest metal fittings—IS: 10-1970.
33.	CM/L-3297 9-1-1973	16-1-1973	15-1-1974	Kare P Ltd, 13/7, Mathura Road, Faridabad (Haryana).	Screw drivers: (i) Spindle blade screw drivers light duty (electricians); (ii) Spindle blade screw drivers (engineers.) (iii) Screw drivers for philips head screws—IS: 844-1962.
34.	CM/L-3298 10-1-1973	16-1-1973	15-1-1974	United Pulverisers, Bodla, Agra-7	DDT emulsifiable concentrates —IS:633-1956.
35.	CM/L-3299 15-1-1973	16-1-1973	15-1-1974	Vidarbha Co-operative Marketing Society Ltd, Factory Division, Badnera Road, Post Box No. 46, Amravati.	DDT dusting powders—IS: 564-1961.
36.	CM/L-3300 15-1-1973	16-1-1973	15-1-1974	Ashapura Electricals, Aramda Industrial Estate, Mithapur (W. Rly), (Gujarat State).	Thermoplastic insulated weatherproof cables, PVC insulated and PVC sheathed, single core, 250/440 volts grade with aluminium conductor—IS: 3035 (Part I)-1965.
37.	CM/L-3301 17-1-1973	1-2-1973	31-1-1974	Krishchamin Products, Sarakki, Jayanagar (South), Bangalore 11.	Malathion dusting powders—IS: 2568-1963.
38.	CM/L-3302 17-1-1973	1-2-1973	31-1-1974	Modern Industries, G.T. Road, Sahibabad (Ghaziabad), Distt. Meerut (U.P.)	Rolled steel sections F4B for doors, windows and ventilators—IS: 1038-1968.
39.	CM/L-3303 17-1-1973	1-2-1973	31-1-1974	Govan Industrial Corporation, 29/2, Industrial Area, New Rohtak Road, New Delhi.	PVC insulated unsheathed cable, single core with aluminium conductor, 250/440 volts only—IS: 694 (Part II)-1964.
40.	CM/I-3304 23-1-1973	16-1-1973	15-1-1974	Guest, Keen Williams Ltd, 97, Andul Road, Howrah (West Bengal)	Carbon steel black bars for production of machined parts for general engineering purposes—IS: 2073-1970.

1	2	3	4	5	6
41. CM/L-3305 23-1-1973	16-1-1973	31-1-1974	Guest Keen Williams Ltd, 97, Andul Road, Howrah, (West Bengal).	Case hardening steels—IS: 4432-1967.	
42. CM/L-3306 29-1-1973	1-2-1973	31-1-1974	Bengal Potteries Ltd, Factory No. 2, 3, Pagladanga Road, Calcutta 10. (Office: 45 Tangra Road, Cal- cutta 15)	Porcelain insulators for overhead power lines, 11 kV, pin type IS: 731-1971.	
43. CM/L-3307 29-1-1973	1-2-1973	31-1-1974	National Electro Mechanical Co, Dhebarbhai Road, Bhak- tinagar, Rajkot 2 (Gujarat).	Single-phase small ac and universal electric motors, capacitor start, 0.37 kW (0.5HP) with class 'A' insulation—IS: 996-1964.	
44. CM/L-3308 29-1-1973	1-2-1973	31-1-1974	Kalyan Industrial Corporation, Durgasthan, P.O. Katihar, Distt. Purnea (Bihar).	Mild steel wire for general engineering purposes—IS: 280-1972.	
45. CM/L-3309 29-1-1973	1-2-1973	31-1-1974	Pathankote Industries Pvt. Ltd, Dhangu Road, Pathankote.	Plywood tea-chest battens—IS: 10-1970.	
46. CM/L-3310 30-1-1973	1-2-1973	31-1-1974	Osawal Cables P. Ltd, 139 In- dustrial Area, Jhotwara, Jai- pur.	Hard-drawn aluminium and steel-cored aluminium conductors for overhead power transmission purposes—IS: 398 1961.	
47. CM/L-3311 30-1-1973	1-2-1973	31-1-1974	Indian Plastics Ltd, Poisar Bridge Kandivli, Bombay 67.	Melamine formaldehyde materials—IS: 3669-1966.	
48. CM/L-3312 30-1-1973	1-3-1973	28-2-1974	Ilyas Traders, P.O. Nallalam, Calicut 3 (Kerala State).	Tea-chest metal fittings—IS: 10-1970.	
49. CM/L-3313 30-1-1973	1-2-1973	31-1-1974	Kirloskar Brothers Ltd, Dewas (MP).	Horizontal centrifugal pumps for clear cold, fresh water sizes K-O, KH4, HK9, KS4, NW2, NW4 and NW9 only IS: 1520-1960.	
50. CM/L-3314 31-1-1973	1-2-1973	31-1-1974	Radio & Electricals Mfg Co Ltd, Mysore Road, Bangalore 26 (Mysore).	Thermoplastic insulated weatherproof ca- ble, PVC insulated and PVC sheathed: (i) single core, 250/440 volts and 650/1100 volts grade with aluminium conductor, and (ii) twin core, flat, 250/440 volt grade with aluminium conductor—IS: 3035 (Part- I)-1965.	
51. CM/L-3315 31-1-1973	1-2-1973	31-1-1974	Agro Chemicals (India), 1 Guru Tegh Bahadur Nagar, Race Course Road, Lehal, Patiala.	Malathion emulsifiable concentrates IS: 2567-1963.	
52. CM/L-3316 31-1-1973	1-1-1973	31-12-1973	Devidaval Electronics & Wires Ltd, Pokhran Road No. 2, Pokhran Valley, Thana (Ma- harashtra). (Office: Gupta Mills Estate, Darukhana, Reay Road Bombay 10).	Steel wire for ropes—IS: 1835-1972.	
53. CM/L-3317 31-1-1973	1-2-1973	31-1-1974	Hind Trading & Mfg Co, 3706 Gali Barua, Bara Tooti, Sa- dar Bazar, Delhi.	Ball valves (horizontal plunger type) including floats for water supply pur- poses, high pressure and low pressure, 15 mm only—IS: 1703-1968.	
54. CM/L-3318 31-1-1973	1-2-1973	31-1-1974	Do.	Sand cast brass screw down bib taps and stop taps, 15 mm only—IS: 781-1967.	
55. CM/L-3319 31-1-1973	1-2-1973	31-1-1974	Aurofeed Pvt. Ltd, Auroville P.O., via Pondicherry.	Biscuits—IS: 1011-1968.	
56. CM/L-3320 31-1-1973	1-1-1973	31-12-1973	Devidaval Electronics & Wires Ltd, Pokhran Road No. 2, Pokhran Valley, Thana (Maharashtra). (Office: Gupta Mills Estate, Darukhana, Reay Road, Bombay 10).	Steel wire for umbrella ribs—IS: 4223-1967.	

## भारतीय मानक संस्था

नई दिल्ली, 4 जुलाई, 1974

क्र० आ० 1798 ए.—समय समय पर संशोधित भारतीय मानक संस्था (प्रमाणित चिह्न) विनियम 1955 के विनियम 14 के उपविनियम (4) के अनुसार भारतीय मानक संस्था द्वारा सूचित किया जाता है कि लाइसेंस न० सी०एम/एल-3148 और सी०एम/एल-3734 जिनके विवरण नीचे अनुसूची में दिये गये हैं लाइसेंसधरिया का नाम बदल जाने के कारण 15 जून 1974 से रद्द कर दिये गये हैं।

## अनुसूची

सं०	लाइसेंस न०	लाइसेंसधारी का नाम और पता और निधि	रद्द किये गये लाइसेंस के अधीन वस्तु/प्रक्रिया	तत्सम्बन्धी भारतीय मानक
1	2	3	4	5
1	सी०एम/एल-3148 30-8-1972	बिहार स्टेट स्मॉल इंडस्ट्रियल कॉर्पोरेशन लि०, इंडस्ट्रियल इस्टेट, कोकर गंजी, इनका पंजीकृत कार्यालय एम पी वर्मा रोड, पटना में है।	खतियों के जमड़े के बचाव बूट और जूते	IS : 1989-1967 खतियों के जमड़े के बचाव बूटों और जूतों की विनिर्दिष्ट (पहला पुनरीक्षण)
2	सी०एम/एल-3734 5-3-1974	फुटवेयर फैक्टरी, इंडस्ट्रियल इस्टेट, कोकर गंजी	औद्योगिक बचाव बूट और जूते मार्का बी एस एस आई सी	IS : 3737-1966 भारी धातु उद्योगों के कामगारों के लिए जमड़े के बचाव बूटों की विनिर्दिष्ट

[सं० सी०एम डी/55 : 3148]

ए० के० गुप्ता, उपमहाविशेषक

## INDIAN STANDARDS INSTITUTION

New Delhi, the 4th July, 1974

**S.O.1798 A.** — In pursuance of sub-regulation (4) of regulation 14 of the Indian Standards Institution (Certification Marks) Regulation 1955 as amended from time to time, the Indian Standards Institution hereby notifies that licences No. CM/L—3148 and CM/L—3134 particulars of which are given below have been cancelled with effect from 15th June, 1974 due to the change of name of the licensee.

## SCHEDULE

Sl. No.	Licence No. & Date	Name & address of the licensee	Article/Process covered by the licensees	Relevant Indian Standards
(1)	(2)	(3)	(4)	(5)
1	CM/L-3148 30-8-1972	Bihar State Small Industrial Corporation Ltd., Industrial Estate, Kokar, Ranchi having their Registered Office at S.P. Verma Road, Patna	Miner's Safety Leather Boots & Shoes	IS : 1989-1967 Specification for Miner's Safety Leather Boots & Shoes (First Revision).
2	CM/L-3734 5-3-1974	Footwear Factory, Industrial Estate, Kokar, Ranchi	Industrial Safety Boots and Shoes Brand: 'BSSIC'	IS : 3737-1966 Specification for Leather Safety Boots for workers in Heavy Metal Industries.

[No. CMD/55 : 3148]

A. K. GUPTA,  
Deputy Director General

भारत उद्योग मंत्रालय

आदेश

नई दिल्ली 20 जून 1974

कां० प्रा० 1791/आई डी आर ए 6/16-उद्योग (विकास तथा विनियमन) अधिनियम, 1951 (1951 सा 65) की धारा 6 के अन्तर्गत प्रदान शक्तियों का प्रयोग करते हुए एवं विकास परिषद् (मार्गवधि) नियम, 1952 के नियम 2, 4 आर 5 के साथ पढ़ने हेतु, केन्द्रीय सरकार एतद्वारा औद्योगिक विकास मंत्रालय के प्रादेश सं० कां० प्रा० 5025/आई डी आर ए/6/16 दिनांक 11 अक्टूबर, 1971 तमिः समय-समय पर संशोधित किया गया, के अधीन नियुक्त किये गये सदस्यों जिनका कार्यकाल समाप्त हो गया है, के स्थान पर निम्नलिखित व्यक्तियों को इस आदेश को तत्पश्चात् दो वर्षों की अवधि के लिए मशीनों औजारों के निर्माण अथवा उत्पादन हेतु अनुसूचित उद्योगों की विभाग परिषद् का सदस्य नियुक्त करने हेतु —

मशीनों औजारों की विकास परिषद्

- 1 श्री आर० क० राज्ञी, अध्यक्ष  
निदेशक, केन्द्रीय मशीनों औजार संस्थान  
बंगलूर-22
- 2 डा० एम० एम० पाटिल  
मुख्य एवं अध्यक्ष निदेशक,  
इन्डियन मशीन टूल्स लिमिटेड,  
यंगलूर
- 3 श्री जी० आर० रामोदरन,  
निदेशक, पी० एम० जी० इन्स्ट्रियल इन्टीट्यूट,  
न्यायस्वतूर-4 (दक्षिण भारत)
- 4 श्री सी० ए० फलनिकर,  
हारा में मैसूर विलोकर लिमिटेड,  
डा० यन्नापुर, त्रिहर (मैसूर राज्य)
- 5 श्री सी० एम० मुल्ला,  
परामर्शदात्री इंजीनियर, एक्स्प्रेस विलिडिंग,  
चेंगेट, बम्बई-20
- 6 श्री ए० के० पटेल,  
हारा में आर० ए० विडमर (इण्डिया) लि०,  
ई-6, यू राउ, थाना इण्डस्ट्रियल स्टेट,  
थाना-400604 (महाराष्ट्र)
- 7 श्री विनायक ए० दोषी,  
अध्यक्ष निदेशक,  
कार्पर इंजीनियरिंग लिमिटेड  
कॉम्प्यूटेशन हाऊस,  
बालचन्द्र हीराचन्द मार्ग,  
बेल्लार्ड एस्टेट, बम्बई-100001
- 8 श्री पी० एम० एम० राय,  
उप निदेशक प्रबंधक,  
टाटा इंजीनियरिंग एण्ड लाकॉमोटिव लि०,  
पिम्परी, पी० एफ० पूना-18
- 9 श्री एम० एम० श्रीनिवासन,  
हारा में विकर्स स्प्री आफ इण्डिया लिमिटेड,  
अदुली रोड, पी० बा० न० 7853,  
कांडीवली, बम्बई-67

- 10 श्री आर० पद्म,  
रैनाबाल्क लिमिटेड,  
पा० बा० न० 7758,  
लाल अष्टादुर शास्त्री मार्ग,  
मुंबई, बम्बई-100080
- 11 श्री देवबीर सिंह,  
प्रबंध निदेशक, हेरिंग इण्डिया लिमिटेड,  
जी० टी० राउ, मोहन नगर,  
गाजियाबाद (उ० प्र०)-201007
- 12 श्री बी० एन० नेवमिया,  
अध्यक्ष,  
रेजर कार्म टूल्स लिमिटेड,  
फर्स्ट पावरन रोड  
थाना-100608 (महाराष्ट्र)
- 13 श्री एम० बी० मुखिया,  
महाप्रबंधक,  
कार्पोरेशन एन्वियर्स लिमिटेड,  
11/12, नार्थ बीच राउ,  
पी० बा० न० 1677 मद्रास-600001
- 14 श्री के० के० शर्मा,  
प्रबंध निदेशक,  
गोश्वर टूल्स (इण्डिया) प्रा० लिमिटेड,  
151, गोल्लू लिफ,  
पी० बा० 3027  
नई दिल्ली-110003
- 15 श्री के० एम० रामास्वामी,  
विपणन निदेशक,  
अशाक लेनेड लिमिटेड,  
एन्नूर, मद्रास-600057
- 16 श्री एल० एम० अश्वेश,  
बाटलीवार्ड एण्ड कम्पनी प्रा० लिमिटेड,  
जीवन बिहार, पार्लियामेंट स्ट्रीट,  
पी० बा० न० 20, नई दिल्ली
- 17 श्री जी० रमन,  
निदेशक, विकास आयुक्त लघु उद्योगों का कार्यालय,  
नई दिल्ली
- 18 श्री ए० के० से,  
निदेशक,  
केन्द्रीय यांत्रिक इंजीनियरी अनुसंधान संस्थान,  
महानगराधी एबेन्यू,  
वर्गापुर-9
- 19 श्री जी० डी० भल्ला,  
टी० डी० जी० ओ० एफ०, डी० जी० ओ० एफ०, संस्थान  
6, एम्बेडेजी रोड,  
कलकत्ता-1
- 20 श्री जी० आर० साठे,  
प्रमुख (इंजीनियरी),  
योजना आयोग  
योजना भवन, नई दिल्ली

21. श्री ए० एन० कम्पानी,  
उप-निदेशक,  
निरीक्षण, पूर्ति तथा निपटान महानिदेशक का कार्यालय,  
नई दिल्ली
22. श्री आर० दत्त,  
अतिरिक्त निदेशक (विकास),  
रेल मंत्रालय (रेलवे बोर्ड),  
नई दिल्ली
23. श्री जी० जानकी राम,  
प्रोजेक्ट कोऑर्डिनेटर,  
विज्ञान तथा प्रौद्योगिकी की राष्ट्रीय समिति,  
प्रौद्योगिकी भवन,  
न्यू महराष्टी रोड,  
नई दिल्ली-110029
24. मे० ज० बी० मिनाम,  
प्रबन्ध निदेशक,  
प्राग टूल लिमिटेड,  
सिकंदराबाद (प्रान्ध प्रदेश)
25. श्री पी० आर० दासगुप्ता,  
उप-सचिव, भारी उद्योग मंत्रालय,  
नई दिल्ली
26. श्री जी० रामानुजम,  
भारतीय राष्ट्रीय ट्रेड यूनियन कांसिस,  
कायम्बटूर
27. श्री आर० एन० बसु,  
विकास अधिकारी (टूल),  
तकनीकी विकास का महानिदेशालय,  
नई दिल्ली

सदस्य-सचिव

[एफ० स० 1-17/73-एम०टी०]

एम० एम० घोष, संयुक्त सचिव

## MINISTRY OF HEAVY INDUSTRY

## ORDER

New Delhi, the 20th June, 1974

**S.O. 1799/IDRA/6/16.**—In exercise of the powers conferred by Section 6 of the Industries (Development and Regulation) Act, 1951 (65 of 1951) read with rules 2, 4 and 5 of the Development Councils (Procedural) Rules, 1952, the Central Government hereby appoints, for a period of two years with effect from the date of this Order, the following persons to be members of the Development Council for the Scheduled Industries engaged in the manufacture or production of Machine Tools, in place of members appointed under the Ministry of Industrial Development Order No. S.O. 5025/IDRA/6/16 dated the 11th October, 1971, as amended from time to time whose tenure of office has expired:

## DEVELOPMENT COUNCIL FOR MACHINE TOOLS

1. Shri R. K. Gojji, Chairman,  
Director, Central Machine Tools  
Institute,  
Bangalore-22.
2. Dr. S. M. Patil,  
Chairman & Managing Director,  
Hindustan Machine Tools Ltd.,  
Bangalore.

3. Shri G. R. Damodaran,  
Director, PSG Industrial Institute,  
Coimbatore-4 (South India).
4. Dr. C. A. Phalnikar,  
C/o. M/s. Mysore Kirloskar Ltd.,  
P.O. Yantrapur, Harihar (Mysore State).
5. Shri D. S. Mulla,  
Consulting Engineer,  
Express Building,  
Churchgate, Bombay-20.
6. Shri N. K. Patel,  
C/o M/s. R. H. Windsor (India) Ltd.,  
E-6, U Road, Thana Industrial Estate,  
Thana-400604 (Maharashtra).
7. Shri Vinod L. Doshi,  
Managing Director,  
Cooper Engineering Ltd.,  
Construction House,  
Walchand Hirchand Marg,  
Ballard Estate, Bombay-400001.
8. Shri P. M. S. Rao,  
Deputy Divisional Manager,  
Fata Engineering and Locomotive Ltd.,  
Pimpri, P. F.,  
Poona-18.
9. Shri M. S. Srinivasan,  
C/o. M/s. Vickers Sperry of India Ltd.,  
Akurli Road, P. B. No. 7853,  
Kandivli, Bombay-67
10. Shri R. Panchu,  
Ralliwalf Limited,  
P. B. No. 7758,  
Lal Bahadur Shastri Marg,  
Mulund, Bombay-400080.
11. Shri Deshbir Singh,  
Managing Director, Harig India Ltd.,  
G. T. Road, Mohan Nagar,  
Ghaziabad (U.P.) 201007.
12. Shri V. N. Nevatia,  
President,  
Dagger-Dorst Tools Ltd.,  
First Pokhran Road,  
Thana-400608. (Maharashtra).
13. Shri M. V. Subbiah,  
General Manager,  
Carborundum Universal Ltd.,  
11/12, North Beach Road,  
P.O. Box No. 1677, Madras-600001
14. Shri K. K. Jhalani,  
Managing Director,  
Gedore Tools (India) Private Ltd.,  
151, Golf Link,  
Post Box 3027,  
New Delhi-110003.
15. Shri K. S. Ramaswami,  
Marketing Director,  
Ashok Leyland Ltd.,  
Ennore, Madras-600057.
16. Shri L. M. Adeshia,  
Batliboi & Company Private Ltd.,  
Jeevan Vihar, Parliament Street,  
Post Box No. 20, New Delhi-1.
17. Shri G. Raman,  
Director, Office of the Development  
Commissioner, Small Scale Industries,  
New Delhi.
18. Dr. A. K. De,  
Director,  
Central Mechanical Engineering Research  
Institute, Mahatma Gandhi Avenue,  
Durgapur-9
19. Shri G. D. Bhalla,  
DDGOF,  
DGOF, Headquarters,  
6, Esplanade East,  
Calcutta-1.

20. Shri P. R. Latey,  
Chief (Engineering).  
Planning Commission.  
Yojana Bhavan,  
New Delhi.
21. Shri A. N. Kampani,  
Deputy Director of Inspection,  
Office of the DGS&D,  
New Delhi.
22. Shri R. Dutta,  
Additional Director (Development).  
Ministry of Railways (RB).  
New Delhi.
23. Shri G. Janaki Ram,  
Project Coordinator,  
National Committee on Science &  
Technology, Technology Bhavan,  
New Mehrauli Road,  
New Delhi-110029.
24. Maj. Gen. V. Minas,  
Managing Director,  
Praga Tools Ltd.,  
Secundrabad (A.P.).
25. Shri P. R. D. Dasgupta,  
Dy. Secy., Ministry of H. I.,  
New Delhi.
26. Shri G. Ramanujam,  
General Secretary,  
Indian National Trade Union Congress,  
Coimbatore.
27. Shri R. N. Basu, Member Secretary,  
Development Officer (Tools),  
DGTD,  
New Delhi.

[F. No. 4-47/73-MII]

S. M. GHOSH, Jt. Secy.

हरपात और खान मंत्रालय

(खान विभाग)

नई दिल्ली, 6 जुलाई, 1974

का० आ० 1400-यन केन्द्रीय सरकार यह महसूस करती है कि इसमें उपासक अनुसूची में उल्लिखित भूमि में कोयला प्राप्त होने की संभावना है;

अतः, अब कायलाधारी क्षेत्र (अर्जन और विकास) अधिनियम, 1957 (1957 का 20) के खण्ड 1 के उपखण्ड (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार उक्त भूमि में कोयले के लिए पूर्वक्षण करने संबंधी अपत निष्पत्ति का एतद्वारा सूचना देती है।

इस अधिसूचना के अन्तर्गत आने वाले क्षेत्र के नक्शे का राष्ट्रीय कोयला विकास निगम लिमिटेड (राजस्व अनुभाग), दरभंगा हाऊस, रांची अधशा कन्ट्रोल का कार्यालय, मिथी (मध्य प्रदेश) अधशा कायला नियंत्रक कार्यालय, 1, कैपिटल हाऊस स्ट्रीट, वल्लुभा के कार्यालय में निरीक्षण किया जा सकता है।

इस अधिसूचना के अन्तर्गत आई भूमि में रुचि रखने वाले सभी व्यक्ति कथित अधिनियम की धारा 13 की उपधारा (7) में उल्लिखित सभी नक्शे, चार्ट और अन्य कागजात राजस्व अधिकारी, राष्ट्रीय कायला विभाग निगम लिमिटेड, दरभंगा हाऊस, रांची को इस अधिसूचना के प्रकाशन की तारीख से 90 दिन के अन्तर-अन्तर प्रस्तुत कर देंगे।

अनुसूची

जयन्त खण्ड

गिरगौली कोयला क्षेत्र

मध्य प्रदेश

ड्राइंग संख्या राजस्व 11/74 दिनांक 10-4-74

(पूर्वक्षण के लिए अधिसूचित भूमि)

क्रम सं०	ग्राम	तहसील	तहसील संख्या	जिला	क्षेत्र	टिप्पणी
1	2	3	4	5	6	7
1	पिजरेह	गिरगौली	328	मिथी		आशिक
2	सीगुर्दा	"	206	"		"
3	चटका	"	156	"		"
4	मानौली	"	446	"		"
5	दुधीचुआ	"	240	"		"
6	निगई	"	288	"		"
7	मुहरबानी	"	205	"		"
8	सरसाबहराजाटोला	"	--	"		"

कुल क्षेत्र—2750 एकड़ (लगभग)

अथवा 1112.87 हेक्टेयर

सीमा विवरण

ए-बी-सी-डी-ई-एफ-०

लाहने ग्राम पिजरेह से होकर तथा ग्राम मानौली और पिजरेह की अशत. सम्मिलित सीमा, मानौली तथा दुधीचुआ की अशत. सम्मिलित सीमा के साथ-साथ तथा ग्राम मानौली और निगई से होकर [अर्थात् उस क्षेत्र की अशत. सम्मिलित सीमा के साथ जिसे खान और खनिज [अर्जन और विकास] अधिनियम, 1957 की धारा 17(1) के अन्तर्गत अधिसूचना संख्या 2150 दिनांक 9-7-62 के द्वारा अधिग्रहीत किया गया था] गुजरती है।

एफ-जी

लाहने ग्राम निगई से गुजरती है।

जी-एच

लाहने ग्राम निगई, मानौली, मुहरबानी [अर्थात् उस क्षेत्र की अशत. सम्मिलित सीमा के साथ, जिसे खान और खनिज [अर्जन और विकास] अधिनियम, 1957 की धारा 17(1) के अन्तर्गत अधिसूचना संख्या 3746 दिनांक 3-12-62 के द्वारा अधिग्रहीत किया गया था] से होकर गुजरती है।

एच-आई-जे-के

लाहने ग्राम निगई, मुहरबानी, सरसाबहराजाटोला तथा दुधीचुआ से होकर गुजरती है।

के-एल . लाइन ग्राम मातौली और कीरवारी की सामान्य सीमा के साथ-साथ गुजरती है।

. लाइन ग्राम चटका से गुजरती है।

एम-एन-ओ-पी . लाइन ग्राम चूटका, झीगुर्दा तथा कजरेह से होकर गुजरती है [अर्थात् सी० बी० ए० (अर्जन और विकास) अधिनियम, 1957 के खण्ड 9(1) के अन्तर्गत झीगुर्दा खण्ड से का० आ० 3483 दिनांक 13-12-63 के द्वारा अधिग्रहीत क्षेत्र खण्ड के साथ-साथ चलती है।]

पी-ए . लाइन ग्राम पिजरेह तथा पिडर ताल की अग्रत. सम्मिलित सीमा के साथ-साथ चलती है और प्रारम्भिक बिन्दु 'ए' पर मिलती है।

[एक स० सी 5-4 (15)/74]

ए० एम० देशपाण्डे, अवसर सचिव

## MINISTRY OF STEEL AND MINES

(Department of Mines)

New Delhi, the 6th July, 1974

**S.O. 1800.**—Whereas it appears to the Central Government that coal is likely to be obtained from the lands mentioned in the Schedule hereto annexed;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government hereby gives notice of its intention to prospect for coal therein.

The plan of the area covered by this notification can be inspected at the office of the National Coal Development Corporation Limited (Revenue Section), Darbhanga House, Ranchi or at the office of the Collector, Sidhi (M.P.) or at the office of the Coal Controller 1, Council House Street, Calcutta.

All persons interested in the land covered by this notification shall deliver all maps, charts and other documents referred to in sub-section (i) of section 13 of the said Act to the Revenue Officer, National Coal Development Corporation Limited, Darbhanga House, Ranchi within 90 days from due date of publication of this notification.

### SCHEDULE

Jayant Block

Singrauli Coalfield

(Madhya Pradesh)

[DRG No. Rev/11/74]

Dated 10-4-1974

(Showing lands notified for Prospecting)

Serial No.	Village	Tehsil	Tehsil number	District	Area	Remarks
1.	Pijreh	Singrauli	328	Sidhi		Part
2.	Jhingurda	"	206	"		"
3.	Chatka	"	156	"		"
4.	Matouli	"	446	"		"
5.	Dudhichuwa	"	249	"		"
6.	Nigai	"	288	"		"
7.	Murchbani	"	205	"		"
8.	Sarsabahrjatola	"	—	"		"

Total area—2750 acres (approximately)  
or 1112.87 Hectares

### BOUNDARY DESCRIPTION

A-B-C-D-F-F.—Lines Pass through village Pijreh, along part common boundary of villages Matouli & Pijreh part common boundary of villages Matouli & Dudhichuwa and through village Matouli and Nigai i.e. along the part common boundary of Area Acquired U/s 17(1) of Mines & Minerals (Acquisition & Development) Act, 1957 vide notification number 2150 dated 9-7-1962].

F-G—Line passes through Village Nigai.

G-H—line passes through villages Nigai, Matouli, Murchbani i.e. along the part common boundary or Area acquired U/s 17(1) of Mines & Minerals (Acquisition & Development) Act, 1957 vide notification number 3746 dated 3-12-62].

H-I-J-K—lines pass through villages Nigai, Murchbani, Sarsabahrjatola & Dudhichuwa.

K-L—line passes along the common boundary of villages Matouli & Koiwari.

L-M—line passes through village Chatka.

M-N-O-P—lines pass through villages Chatka, Jhingurda & Pijrah i.e. along the part common boundary of the area acquired U/s 9(1) of C.B.A. (Acquisition & Development) Act, 1957 for Jhingurda Block vide S.O. 3483 dated 13-12-63].

P-A—line passes along the part common boundary of villages Pijreh and Pinderal and meet at starting point 'A'.

[F. No. C5-4(15)/74]

A. S. DESHPANDE, Under Secy.

पेट्रोलियम तथा रसायन मंत्रालय

(पेट्रोलियम विभाग)

नई दिल्ली, 4 जुलाई, 1974

का० आ० 1801.—यह पेट्रोलियम पाइप लाइन (भूमि के उपयोग के अधिकार का अर्जन) अधिनियम, 1962 (1962 का 50) की धारा 3 की उपधारा (1) के अधीन भारत सरकार के पेट्रोलियम और रसायन मंत्रालय की अधिसूचना का० आ० सं० 151 तारीख 3-1-74 द्वारा केन्द्रीय सरकार के उस अधिसूचना से सलग अनुसूची में विनिर्दिष्ट भूमियों के उपयोग के अधिकार का पाइप लाइन का बिछाने के प्रयोजन के लिए अर्जन करने का अपना प्रार्थना घोषित कर दिया है।

और यह सभ्य प्राधिकारी ने उक्त अधिनियम की धारा 6 की उपधारा (1) के अधीन सरकार को रिपोर्ट दे दी है।

और यह केन्द्रीय सरकार ने उक्त रिपोर्ट पर विचार करने के पश्चात् उस अधिसूचना में सलग अनुसूची में विनिर्दिष्ट भूमियों में उपयोग का अधिकार अर्जन करने का विनिश्चय किया है।

अतः, यह उक्त अधिनियम की धारा 6 की उपधारा (1) द्वारा प्रदत्त शक्ति का प्रयोग करते हुए केन्द्रीय सरकार एतद्वारा घोषित करती है कि इस अधिसूचना के सलग अनुसूची में विनिर्दिष्ट उक्त भूमियों में उपयोग का अधिकार पाइप लाइन बिछाने के प्रयोजन के लिए एतद्वारा अर्जन किया जाता है और आगे उस धारा की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार निदेश देती है कि उक्त भूमियों में उपयोग का अधिकार केन्द्रीय सरकार में विहित होने के पश्चात् तब और प्राकृतिक गैस आयोग में, सभी बिलगों में मुक्त रूप से, इस घोषणा के प्रकाशन की इस तारीख को निहित होगा।



## प्रमुखी

## MINISTRY OF PETROLEUM AND CHEMICALS

Department of Petroleum

New Delhi, the 4th July, 1974

के० एन० के० तथा केलिको पर एनोड बैड्स तथा वायर बैड्स के लिए आर० प्रो० य०

राज्य	गुजरात	सर्वेक्षण संख्या	डिस्ट्रिक्ट	ए० आर० पी० ए० आर०	ई०	ई०
			जिला : वडोदा	तालुका : वडोदा		
कराचिया	.	373		0	3	32
		372/2		0	7	80
फजलपुर	.	540		0	10	41
			जिला : केरा	तालुका : आनन्द		
आनन्द	.	814/2		0	0	36
		814/3 और 815		0	1	08
		731/1		0	0	60
			जिला : केरा	तालुका : नादियद		
अखदोल	.	258		0	6	00
		259		0	3	00
		253		0	0	15
			जिला : केरा	तालुका : मार		
सोखाडा	.	677/31		0	0	66
		678/2		0	6	51
हरियालम	.	622/2		0	1	10
			जिला : अहमदाबाद	तालुका : दामदाई		
पलादी कोकाज ओसाद		723		0	4	53
		60		0	3	00
		128		0	0	78
		129		0	1	56
		130/पी		0	2	58
			जिला : अहमदाबाद	तालुका : मिटो		
बेहरामपुर	.	238/2		0	2	70
		238/1/ए		0	7	74
षटलोदिया	.	184		0	1	65
		171		0	8	37
			जिला : मेहसाणा	तालुका : बलोच		
सैज	.	1081/2		0	0	31
		कार्ट ट्रैक		0	0	32
		1003/पी		0	2	75
		1080		0	5	10
		कार्ट ट्रैक		0	1	15
		969		0	0	90
		974		0	4	50
		963		0	5	10
धनोद	.	252/209/2		0	0	90
		252/216		0	1	80
		252/218		0	3	60
			जिला : मेहसाणा	तालुका : कादी		
चरासान	.	116		0	10	44

S.O. 1801.--WHEREAS by a notification of the Govt. of India in the Ministry of Petroleum and Chemicals (Department of Petroleum) S.O.No. 151 dated 3-1-74 under sub-section (1) of section 3 of the Petroleum Pipelines (Acquisition of Right of User in land) Act, 1962 (50 of 1962), the Central Government declared its intention to acquire the Right of User in the lands specified in the schedule appended to that notification for the purpose of laying pipelines;

AND WHEREAS the Competent Authority has under sub-section (1) of section 6 of the said Act, submitted report to the Government;

AND FURTHER WHEREAS the Central Government has after considering the said report, decided to acquire the right of user in the land specified in the schedule appended to this notification;

NOW THEREFORE in exercise of the Power conferred by sub-section (1) of the section 6 of the said Act, the Central Government hereby declares that the right of user in the said lands specified in the schedule appended to this notification hereby acquired for laying the pipelines;

AND FURTHER in exercise of the power conferred by sub-section (4) of that Section, the Central Government directs that the right of user in the said lands shall instead of vesting in the Central Government vest on this date of the publication of this declaration in the Oil & Natural Gas Commission free from all encumbrances.

## SCHEDULE

R.O.U. for Annode Beds and wire Beds on K N K and Calico Lines

## STATE : GUJARAT

Village	Survey No.	Hec-tare	Are	P.Arc
DISTRICT : BARODA		TALUKA : BARODA		
Karachiya	373	0	3	32
	372/2	0	7	89
Fajalpur	540	0	10	41
DISTRICT : KATRA		TALUKA : ANAND		
Anand	814/2	0	0	36
	814/3 & 815	0	4	08
	731/1	0	0	60
DISTRICT : KAIRA		TALUKA : NADIAD		
Akhadol	258	0	6	00
	259	0	3	00
	253	0	0	15
DISTRICT : KAIRA		TALUKA : MATAR		
Sokhada	677/3/1	0	0	66
	678/2	0	6	51
Hariala	622/2	0	1	10
DISTRICT : AHMEDABAD		TALUKA : DASCROI		
Paladi Kokaj	723	0	4	53
Oad	60	0	3	00
	128	0	0	78
	129	0	1	56
	130/P	0	2	58

Village	Survey No.	Hec- tare	Arc	P. Are
<b>DISTRICT : AHMEDABAD TALUKA : CITY</b>				
Behrampur	238/2	0	2	70
	238/1/A	0	7	74
Ghatlodiya	184	0	1	65
	171	0	8	37
<b>DISTRICT : MEHSANA TALUKA : KALOL</b>				
Saij	1081/2	0	0	31
	Cart track	0	0	32
	1003/P	0	2	75
	1080	0	5	10
	Cart track	0	1	15
	969	0	0	90
	974	0	4	50
	963	0	5	40
Kalol	252/209/2	0	0	90
	252/216	0	1	80
	252/218	0	3	60
<b>DISTRICT : MEHSANA TALUKA : KADI</b>				
Chadasan	146	0	10	44

[No.11(3)/72-L &amp; L.]

नई दिल्ली, 8 जुलाई, 1974

का० आ० सं० 1802.—यत्. पेट्रोलियम, पाइपलाइन (भूमि के उपयोग के अधिकार का अर्जन) अधिनियम, 1962 (1962 का 50) की धारा 3 की उपधारा (1) के अधीन भारत सरकार के पेट्रोलियम और रसायन तथा खान और धातु मंत्रालय (पेट्रोलियम विभाग) की अधिसूचना का० आ० सं० 2611 तारीख 19-5-72 द्वारा केन्द्रीय सरकार ने उक्त अधिसूचना के संलग्न अनुसूची में विनिर्दिष्ट भूमियों के उपयोग के अधिकार को पाइप लाइनों को बिछाने के प्रयोजन के लिए अर्जित करने का अपना आशय घोषित कर दिया था।

और यत् सक्षम प्राधिकारी के उक्त अधिनियम की धारा 6 की उपधारा (1) के अधीन सरकार का रिपोर्ट दे दी है।

और आगे, यत् केन्द्रीय सरकार ने उक्त रिपोर्ट पर विचार करने के पश्चात् इस अधिसूचना में संलग्न अनुसूची में विनिर्दिष्ट भूमियों में उपयोग का अधिकार अर्जित करने का विनिश्चय किया है।

अब अतः उक्त अधिनियम की धारा 6 की उपधारा (1) द्वारा प्रदत्त शक्ति का प्रयोग करने हुए केन्द्रीय सरकार एतद्द्वारा घोषित करती है कि इस अधिसूचना में संलग्न अनुसूची में विनिर्दिष्ट उक्त भूमियों में उपयोग का अधिकार पाइप लाइन बिछाने के प्रयोजन के लिए एतद्द्वारा अर्जित किया जाता है।

और, आगे उस धारा की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करने हुए केन्द्रीय सरकार निदेश देती है कि उक्त भूमियों में उपयोग का अधिकार केन्द्रीय सरकार से विहित होने के बशर्त तब और प्राकृतिक गैस आयात में, सभी बंधकों से मुक्त रूप से, इस घोषणा के प्रकाशन की इस तारीख को निहित होगा।

अनुसूची				
सानन्ध जी० जी० एम० से सी० टी० एफ० कलाव तक पाइपलाइन				
राज्य : गुजरात	जिला : मेहसाना	तालुका : कलाव		
गाँव	सर्वेक्षण संख्या	हेक्टर	ए० आर० ई०	पी०
				ए० आर० ई०
हाजीपुरा	615	0	21	35
	615/पैकी	0	29	80
	615/1/बी०	0	00	40

[स० 11(2)/72—एल० एण्ड एल० खण्ड-1]

बी० आर० भल्ला, अवर सचिव

New Delhi, the 8th July, 1974

**S.O. 1802.**—Whereas by a notification of the Govt. of India in the Ministry of Petroleum and Chemicals (Department of Petroleum) S. O. No. 2611 dated 19-5-72 under sub-section (1) of section 3 of the Petroleum Pipelines (Acquisition of Right of User in land) Act, 1962 (50 of 1962), the Central Government declared its intention to acquire the Right of User in the lands specified in the schedule appended to that notification for the purpose of laying pipelines;

And whereas the Competent Authority has under sub-section (1) of section 6 of the said Act, submitted report to the Government;

And further whereas the Central Government has after considering the said report, decided to acquire the right of user in the lands specified in the schedule appended to this notification;

Now therefore in exercise of the power conferred by sub-section (1) of the section 6 of the said Act, the Central Government hereby declares that the right of user in the said lands specified in the schedule appended to this notification hereby acquired for laying the pipelines;

And further in exercise of the power conferred by sub-section (4) of that Section, the Central Government directs that the right of user in the said lands shall instead of vesting in the Central Government vest on this date of the publication of this declaration in the Oil & Natural Gas Commission free from all encumbrances.

## SCHEDULE

## Pipeline from Sanand GGS to CTF Kalol

State : GUJARAT	District : MEHSANA	Taluka : KALOL		
Village	Survey No.	Hectare	Are	P. Are
1	2	3	4	5
Hajipur	615	0	21	35
	615/Paiki	0	29	80
	615/1/B	0	00	40

[No. 11(2)/72-L &amp; I. Vol 11]

B. R. BHALLA, Under Secy

## स्वास्थ्य और परिवार नियोजन मंत्रालय

(स्वास्थ्य विभाग)

आदेश

नई दिल्ली, 6 जुलाई, 1974

क्रा० प्रा० 1803.—यत्. भारत सरकार के भूतपूर्व स्वास्थ्य मंत्रालय की दिनांक 22 अप्रैल, 1960 अधिसूचना सं० 17-2/60 चि० 1 द्वारा केन्द्रीय सरकार ने निदेश दिया है कि भारतीय चिकित्सा परिषद् अधिनियम, 1956 (1956 का 102) के प्रयोजनों के लिए पेंसिल्वेनिया, अमेरिका द्वारा प्रदत्त एम० डी० मान्य चिकित्सा अर्हता होगी;

और यत्. डा० (कु०) हेलन सी० लालिन्स्की को जिसके पास उक्त अर्हता है धर्मार्थ कार्य के प्रयोजनों के लिए फिलहाल होली फैमिली अस्पताल, मन्दार, जिला रांची के साथ सम्बद्ध है।

अतः अब, उक्त अधिनियम की धारा 14 की उपधारा (1) के परन्तुक के भाग (ग) का पालन करते हुए, केन्द्रीय सरकार एतद्वारा—

- (1) 31 दिसम्बर, 1974 तक की और अवधि के लिए जिसमें 31 दिसम्बर भी सम्मिलित है;

अथवा

- (2) उस अवधि को जब तक डा० (कु०) हेलन सी० लालिन्स्की, होली फैमिली अस्पताल, मन्दार, जिला रांची के साथ सम्बद्ध रहते हैं, जो भी कम हो वह अवधि निर्दिष्ट करनी है, जिसमें पूर्वोक्त डाक्टर एम० डी० मेडिकल प्रैक्टिस कर सकेंगे।

[सं० बी० 11016/5/74-एम० पी० टी०]

## MINISTRY OF HEALTH &amp; FAMILY PLANNING

(Department of Health)

## ORDER

New Delhi, the 6th July, 1974

S.O. 1803.—Whereas by the notification of the Government of India in the late Ministry of Health No. 17-2/60-MI, dated the 22nd April, 1960, the Central Government has directed that the Medical qualification, M.D. (Pennsylvania, U.S.A.) shall be recognised medical qualification for the purposes of the Indian Medical Council Act, 1956 (102 of 1956);

And whereas Dr. (Miss) Helen C. Lalinsky who possesses the said qualification is for the time being attached to the Holy Family Hospital, Mandar, District Ranchi for the purposes of charitable work;

Now, therefore, in pursuance of clause (c) of the proviso to sub-section (1) of section 14 of the said Act, the Central Government hereby specifies—

- (i) a further period upto and inclusive of the 31st December, 1974, or
- (ii) the period during which Dr. (Miss) Helen C. Lalinsky is attached to the said Holy Family Hospital, Mandar, Distt. Ranchi whichever is shorter, as the period to which the medical practice by the aforesaid doctor shall be limited.

[No. V. 11016/5/74-MPT]

क्रा० प्रा० 1804.—यत्. भारत सरकार के भूतपूर्व स्वास्थ्य मंत्रालय की दिनांक 30 मार्च, 1960 की अधिसूचना सं० 16-14/59-चि० 1 द्वारा केन्द्रीय सरकार ने निदेश दिया है कि भारतीय चिकित्सा परिषद् अधिनियम, 1956 (1956 का 102) के प्रयोजनों के लिए बैलर विश्वविद्यालय स्कूल ऑफ मेडिसिन, टेक्सास द्वारा प्रदत्त "डाक्टर ऑफ मेडिसिन" मान्य चिकित्सा अर्हता होगी,

और यत्. डा० आर० जी० बरोस को जिसके पास उक्त अर्हता है धर्मार्थ कार्य के प्रयोजनों के लिए फिलहाल मकुन्दा क्रिश्चियन चिकित्सा कृषि सयुक्त सेवा मण्डल पो० बाजारिचैर्रा, जिला कछार के साथ सम्बद्ध है।

अतः अब, उक्त अधिनियम की धारा 14 की उपधारा (1) के परन्तुक के भाग (ग) का पालन करते हुए, केन्द्रीय सरकार एतद्वारा—

- (1) 31 दिसम्बर, 1974 तक की और अवधि जिसमें 31 दिसम्बर भी शामिल है,

अथवा

- (2) उस अवधि को जब तक डा० आर० जी० बरोस उक्त मकुन्दा क्रिश्चियन चिकित्सा कृषि सयुक्त सेवा मण्डल पो० बाजारिचैर्रा, जिला कछार के साथ सम्बद्ध रहते हैं, जो भी कम हो वह अवधि निर्दिष्ट करनी है, जिसमें पूर्वोक्त डाक्टर एम० डी० मेडिकल प्रैक्टिस कर सकेंगे।

[सं० बी० 11016/4-74-एम० पी० टी०]

टी० के० दास, अवर सचिव

S.O. 1804.—Whereas by the notification of the Government of India in the late Ministry of Health No. 16-14/59 MI, dated the 30th March, 1960, the Central Government has directed that the Medical qualification, "Doctor of Medicine" Baylor University, School of Medicine, Texas, U.S.A. shall be recognised medical qualification for the purpose of the Indian Medical Council Act, 1956 (102 of 1956);

And whereas Dr. R. G. Burrows who possesses the said qualification is for the time being attached to the Makundra Christian Medical—Agriculture Joint Seva Mandal, P.O. Bazaricherra, District Cachar for the purposes of charitable work;

Now, therefore, in pursuance of clause (c) of the proviso to sub-section (1) of section 14 of the said Act, the Central Government hereby specifies—

- (i) a further period upto and inclusive of the 31st December, 1974, or
- (ii) the period during which Dr. R. G. Burrows is attached to the said Makundra Christian Medical—Agricultural Joint Seva Mandal, Post Office Bazaricherra, District Cachar whichever is shorter, as the period to which medical practice by the aforesaid doctor shall be limited.

[No. V. 11016/4/74-MP]

T. K. DAS, Under Secy.

कृषि मन्त्रालय

(कृषि विभाग)

नई दिल्ली दिनांक 11 जून, 1974

क्रा० आ० 1805.—केंद्रीय सरकार वन्य प्राणि (संरक्षण) अधिनियम, 1972 (1972 का 53) के भाग 3 के उप-खण्ड (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए श्री ए० बॉस की सहायक निदेशक, वन्य प्राणि संरक्षण के पद पर नियुक्त करती है।

[सं० जे० 11024/3/74-एफ आर वार्ड (इन्चार्ज एल० एफ०)]

रूप राम, अवर सचिव

MINISTRY OF AGRICULTURE

(Department of Agriculture)

New Delhi, the 14th June, 1974

S.O. 1805.—In exercise of the powers conferred by Sub-section (1) of section 3 of the Wild Life (Protection) Act, 1972 (53 of 1972), the Central Government hereby appoints Shri A. Bose as an Assistant Director of Wild Life Preservation.

[No. J. 11024/3/74-FRY(WLF)]

RUP RAM, Under Secy.

नई दिल्ली, दिनांक 15 जून 1974

क्रा० आ० 1806.—अवर प्राणि संरक्षण के सहायक निदेशक, श्री ए० बॉस को वन्य प्राणि (संरक्षण) अधिनियम 1972 की धारा 48 के अंतर्गत, किसी पशु या पशु-उत्पाद, ट्राफी अथवा अपरिष्कृत ट्राफी को एक राज्य से दूसरे राज्य में ले जाते अथवा परिवहन की अनुमति देने का अधिकार दिया जाता है।

[सं० जे० 11024/3/74-एफ आर वार्ड (इन्चार्ज एल० एफ०)]

New Delhi the 15th June, 1974

S.O. 1806.—Shri A. Bose, Assistant Director of Wild Life Preservation is hereby authorised to permit transfer or transport from one State to another of any animal or animal article, trophy or uncured trophy, under section 48 of the Wild Life (Protection) Act, 1972.

[No. J. 11024/3/74-FRY(WLF)]

क्रा० आ० 1807.—वन्य प्राणि संरक्षण के सहायक निदेशक श्री ए० बॉस का एतद्वारा वन्य प्राणि (संरक्षण) अधिनियम, 1972 की धारा 50 के अंतर्गत प्रदत्त शक्तियों का प्रयोग करने का अधिकार दिया जाता है।

[सं० जे० 11024/3/74-एफ आर वार्ड (इन्चार्ज एल० एफ०)]

रंजीत सिंह  
निदेशक, वन्य प्राणि संरक्षण

S.O. 1807.—Shri A. Bose, Assistant Director wild Life Preservation is hereby authorised to exercise powers under section 50 of the Wild Life (Protection) Act, 1972.

[No. J. 11024/3/74-FRY(WLF)]

RANJIT SINGH, Director,  
Wild Life Preservation.

नौवहन और परिवहन मन्त्रालय

(परिवहन पक्ष)

नई दिल्ली, 2 जुलाई 1974

क्रा० आ० 1808.—राष्ट्रीय नौवहन बार्ड नियम 1950 के नियम 4 के उपनियम (2) का साथ पठित व्यापार पोत अधिनियम 1958 (1958 का 44) की धारा 4 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केंद्रीय सरकार एनददारा रियर एडमिरल एस० प्रकाश, एस० बी० सी०, ए० बी० एस० एस० का रियर एडमिरल एन० पी० दत्ता, ए० बी० एस० एस०, के स्थान पर राष्ट्रीय नौवहन बोर्ड में केंद्रीय सरकार प्रतिनिधि के तौर पर सदस्य नियुक्त करती है और भारत सरकार के नौवहन और परिवहन मन्त्रालय (परिवहन पक्ष) की अधिसूचना सं० सा० आ० 895 दिनांक 13 मार्च, 1974 में निर्मात्रित संशोधन करती है, अर्थात् —

उक्त अधिसूचना की क्रम 11 के सामने की प्रविष्टि के स्थान पर रियर एडमिरल एस० प्रकाश, एस० बी० सी० ए० बी० एस० एस० प्रविष्टि रखा जाएगा।

[सं० 37-एस० डी० (10)/73]

बी० बी० दास, अवर सचिव

MINISTRY OF SHIPPING AND TRANSPORT

(Transport Wing)

New Delhi, the 2nd July, 1974

S.O. 1808.—In exercise of the powers conferred by section 4 of the Merchant Shipping Act, 1958 (44 of 1958), read with sub-rule (2) of rule 4 of the National Shipping Board Rules, 1960, the Central Government hereby appoints Rear Admiral S. Parkash, MVC, AVSM, as a member representing the Central Government in the National Shipping Board in place of Rear Admiral N. P. Datta, AVSM, and makes the following amendment in the Notification of the Government of India in the Ministry of Shipping and Transport (Transport Wing).

No. S.O. 895 dated the 13th March, 1974, namely.—

In the said Notification for the entries against serial number 11 the entry "Rear Admiral S. Parkash MVC, AVSM" shall be substituted.

[No. 37-MD(10)/73]

B. B. DAS, Under Secy.

संचार मन्त्रालय

(डाक-तार बोर्ड)

नई दिल्ली दिनांक 5 जून 1974

क्रा० आ० 1809.—व्यवस्थापक अधिनियम 627, दिनांक 8 मार्च, 1960 द्वारा लागू किए गए भारतीय तार नियम, 1951 के नियम 134 के अड्ड III के पैरा (क) के अनुसार डाक-तार सहायक निदेशक ने बम्बई टेलीफोन केंद्र में दिनांक 1-8-74 में प्रमाणित तार प्रणाली लागू करने का निश्चय किया है।

संख्या 5-27/74-पी० एच० बी०

पी० सी० गुप्ता, सहायक सहायक निदेशक

## MINISTRY OF COMMUNICATIONS

(P &amp; T Board)

New Delhi, the 5th July, 1974

**S.O. 1809.**—In pursuance of para (a) of Section III of Rule 434 of Indian Telegraph Rules, 1951, as introduced by S.O. No. 627 dated 8th March, 1960, the Directorate General, Posts and Telegraphs, hereby specifies the 1-8-74 as the date on which the Measured Rate System will be introduced in Bassein Telephone Exchange, Maharashtra Circle.

[No. 5-27/74-PHB]

P. C. GUPTA, Asstt. Director General

## निर्माण और आवास मंत्रालय

नई दिल्ली, 12 जुलाई, 1974

**क्र० आ० 1810.**—यह जिन शर्तों पर नीचे दी गई सारणी में विनिर्दिष्ट नग्न भूमि को दिल्ली विकास प्राधिकरण द्वारा ग्रहण किया जाएगा उन पर केन्द्रीय सरकार तथा यह प्राधिकरण परस्पर सहमत हो गए हैं।

अब अब केन्द्रीय सरकार, दिल्ली विकास अधिनियम 1957 (1957 का 61) की धारा 22 की उप-धारा (1) के द्वारा पदम शक्तियों का प्रयोग करते हुए, नीचे दी गई सारणी में विनिर्दिष्ट नग्न भूमि को हरित भूमि के रूप में उक्त भूमि के विकास के प्रयोजनार्थ तथा बनाए रखने के लिए तथा ऐसे कदम उठाने के लिए जो उक्त प्रयोजन की पूर्ति हेतु अशुद्ध हो इस शर्त पर दिल्ली विकास प्राधिकरण के नियन्त्रणाधीन करनी है कि दिल्ली विकास प्राधिकरण उक्त भूमि पर कोई निर्माण नहीं करेगा या करवाएगा या करवाने की अनुज्ञा नहीं देगा और जब केन्द्रीय सरकार द्वारा ऐसा करने की आवश्यकता होगी तो, उक्त भूमि को या उसके किसी भाग को जिसकी इस प्रकार आवश्यकता हो, पुनः केन्द्रीय सरकार के नियन्त्रणाधीन कर देगा।

## सारणी

क्रम	अवस्थिति	क्षेत्र	सीमा की अनुसूची
संख्या			
1	2	3	4
1.	ओरिजनल रोड तथा 0.655 एकड़	उत्तर में युवक—केन्द्र तथा पुस्तकालय रोड एकड़ लगभग	कालव शिक्षा निदेशालय, दिल्ली प्रशासन को आवंटित दक्षिण में—मराठा मिल मंडल को आवंटित। पूर्व में—भट्टवालान जलाशय। पश्चिम में—पार्क भूमि
2.	शान्तिवन के सामने 0.541	उत्तर में—नगर की दीवार। दक्षिण में—बेला रोड। पूर्व में—दिल्ली प्रशासन का खेल का मैदान। पश्चिम में—एंग्लन रोड।	

1	2	3	4
3.	टोटरमल रोड पर 0.05 एकड़ तिकोना प्लॉट।	(लगभग)	उत्तर में—सविम रोड से। दक्षिण में—टोटरमल रोड। पूर्व में—सड़क। पश्चिम में—प्लॉट नं० 95।
4.	टोटरमल रोड तथा बाजार रोड के मिलान पर।	0.044 एकड़ लगभग	उत्तर में—प्लॉट नं० 69। दक्षिण में—बाजार रोड। पूर्व में—सविम रोड। पश्चिम में—टोटरमल रोड।
5.	जनपथ तथा अशोक रोड के मिलान पर।	4.9 एकड़ (लगभग)	उत्तर में—सविम रोड। दक्षिण में—अशोक रोड। पूर्व में—जनपथ रोड। पश्चिम में—सविम रोड।
6.	4 तथा 6 कर्जत रोड अथवा 2 तथा 4 हैली रोड के पीछे खाली क्षेत्र (कन्निरस्तान)	0.496 एकड़ लगभग	पूर्व में—सविम रोड। दक्षिण में—प्लॉट नं० 19। उत्तर पश्चिम में—प्लॉट नं० 18 तथा सविम रोड से दक्षिण-पश्चिम में—प्लॉट नं० 19 तथा प्लॉट नं० 20।
7.	डिप्लोमैटिक इन्क्लेव के विस्तार का खाली क्षेत्र।	127.406 एकड़ (लगभग)	उत्तर में—सड़क तथा ब्रिटिश स्कूल। दक्षिण में—नई रेलवे सीमा। पूर्व में—चन्द्र गुप्त मार्ग। पश्चिम में—सड़क।
8.	रेलवे तथा दिल्ली-पाइन दूतावास के मध्य का खाली क्षेत्र।	0.334 एकड़ (लगभग)	उत्तर में—चन्द्र गुप्त मार्ग से। दक्षिण में—नई रेलवे सीमा। पूर्व में—चन्द्र गुप्त मार्ग। पश्चिम में—सड़क।
9.	बापू धाम तथा रक्षा अधिकारियों के प्लेटों के मध्य खाली क्षेत्र।	7.983 एकड़ (लगभग)	उत्तर पूर्व में—साइकिलों के बजाटों तथा सूचना ब्यूरो प्रशिक्षण विद्यालय तथा स्टाफ बजाटर। पश्चिम में—रक्षा अधिकारियों के प्लेट। पूर्व में—सड़क। दक्षिण में—रक्षा अधिकारियों के प्लेट।
10.	सरदार पटेल रोड तथा रिंग रोड के मिलान पर खाली क्षेत्र।	13.0 एकड़ (लगभग)	उत्तर-पूर्व में—रेलवे भूमि। उत्तर-पश्चिम में—सरदार पटेल रोड। दक्षिण-पूर्व में—रक्षा मंत्रालय के खेल के मैदान के लिये आवंटित भूमि। दक्षिण-पश्चिम में—रिंग रोड।

1	2	3	4	1	2	3	4
11. मोती बाग-1 तथा मिलिटरी टी० पी० टी० कम्पनी के मध्य खाली क्षेत्र ।	11.4 एकड़ (लगभग)	उत्तर में—सरकारी भूमि । दक्षिण में—सड़क । उत्तर पूर्व में—सरकारी भूमि । उत्तर पश्चिमी में—सड़क ।					पूर्व में—सड़क रोड । पश्चिम में—सड़क रोड ।
12. नानकपुरा का खाली पथरीला क्षेत्र	18.00 एकड़ (लगभग)	उत्तर में—सड़क रोड । दक्षिण में—सरकारी ब्वाटर, मद्रासी हायर स्कूल तथा माध्यमिक स्कूल । पूर्व में—सड़क तथा पानी की टकी । पश्चिम में—सड़क ।		(5) 1232 वर्गफुट			उत्तर में—सड़क रोड । दक्षिण में—प्रताप (प्लाट नं० 5) पूर्व में—सड़क रोड । पश्चिम में—प्रवेश मार्ग ।
13. यूनिवर्सिटी एक्सलेट्र धौला कुआ में खाली क्षेत्र	35.00 एकड़ (लगभग)	उत्तर में—सरकारी भूमि । दक्षिण में—सड़क तथा दिल्ली नगर निगम के पार्क तथा म्प्रिग डेव्लप स्क्व । पूर्व में—कारिज । पश्चिम में—सरकारी भूमि तथा रामलाल आनन्द कालेज ।		(6) 1280 वर्गफुट			उत्तर में—सड़क रोड । दक्षिण में—मिलाप (प्लाट नं० 8-क) पूर्व में—सड़क रोड । पश्चिम में—प्रवेश रोड ।
14. चाणक्यपुरी तथा सफ-दरजंग हवाई अड्डे की ओर जानी हुई रेलवे लाईन के मध्य खाली क्षेत्र	1.00 एकड़ (लगभग)	उत्तर में—सड़क । दक्षिण में—रेलवे भूमि । पूर्व में—सड़क । पश्चिम में—रेलवे ब्वाटर ।		17. नाले तथा लक्ष्मीबाई नगर के मध्य का क्षेत्र	10.00 एकड़ (लगभग)		उत्तर में—सरकारी भूमि । दक्षिण में—नाला । पूर्व में—सरकारी भूमि । पश्चिम में—नाला ।
15. पिलंजीगात्र (मरोजिनी नगर)	5.92 एकड़ (लगभग)	उत्तर में—सरकारी ब्वाटर । दक्षिण में—सड़क नाले का किनारा । पूर्व में—सड़क में । पश्चिम में—सरकारी ब्वाटर ।		18. नाले तथा पश्चिमी किनवई नगर के मध्य का क्षेत्र	5.00 एकड़ (लगभग)		उत्तर में—सरकारी भूमि । दक्षिण में—सरकारी भूमि । पूर्व में—सड़क । पश्चिम में—सरकारी भूमि ।
16. प्रेम प्लाट्स मथुरा रोड के पीछे सड़क रोड का क्षेत्र ।	0.40 एकड़ (लगभग)	उत्तर में—सड़क रोड । दक्षिण में—सड़क रोड । पूर्व में—मुस्लिमानों के कब्रि-स्तान । पश्चिम में—सड़क रोड ।		19. डिफेंस कालोनी तथा कन्स्यूमर वार्ड नगर के सामने खाली क्षेत्र	0.35 एकड़ (लगभग)		उत्तर में—सड़क । दक्षिण में—सरकारी भूमि । पूर्व में—सड़क । पश्चिम में—सरकारी भूमि ।
(1) 1880 वर्गफुट		उत्तर में—सड़क रोड । दक्षिण में—सड़क रोड । पूर्व में—मुस्लिमानों के कब्रि-स्तान । पश्चिम में—सड़क रोड ।		20. आर० के० पुरम सेक्टर 13 में यू०पी० समाज के निकट खाली क्षेत्र ।	2.666 एकड़ (लगभग)		उत्तर में—सड़क । दक्षिण में—सड़क । पूर्व में—सड़क । पश्चिम में—सड़क ।
(2) 8440 वर्गफुट		उत्तर में—सड़क रोड । दक्षिण में—सड़क रोड । पूर्व में—सड़क रोड । पश्चिम में—सड़क रोड ।		21. दक्षिणी पैरीफेरी रोड, सेक्टर 6, आर० के० पुरम के पास खाली क्षेत्र	0.7 एकड़ (लगभग)		उत्तर में—सड़क रोड । दक्षिण में—सड़क रोड । पूर्व में—प्राथमिक विद्यालय । पश्चिम में—सड़क रोड ।
(3) 2488 वर्गफुट		उत्तर में—सड़क रोड । दक्षिण में—सड़क रोड । पूर्व में—सड़क रोड । पश्चिम में—प्यारे भवन (प्लाट नं० 1 तथा 2) ।		22. सेक्टर 3 तथा 4 आर० के० पुरम के मध्य पथरीला क्षेत्र	21.00 एकड़ (लगभग)		उत्तर में—सरकारी भूमि । दक्षिण में—दक्षिणी पैरीफेरी रोड । पूर्व में—सरकारी भूमि, बाग उद्यान तथा सड़क । पश्चिम में—सरकारी भूमि—नाला तथा उद्यान कृषि-मार्ग ।
(4) 3000 वर्गफुट		उत्तर में—प्यारे लाल भवन (प्लाट नं० 1) दक्षिण में—सड़क रोड ।		23. आर० के० पुरम सेक्टर 5 में खाली क्षेत्र	1.193 एकड़ (लगभग)		उत्तर में—सड़क । दक्षिण में—सड़क । पूर्व में—सड़क । पश्चिम में—सड़क ।

1	2	3	4	1	2	3	4
24	आर० के० पुरम के सेक्टर 3 में नाले के साथ साथ खाली क्षेत्र	0.5 एकड़ (लगभग)	उत्तर-पूर्व में—सड़क। उत्तर पश्चिम में—टाट लाट। दक्षिण पूर्व में खेल का मैदान। दक्षिण पश्चिम में—नाला।				पूर्व में—संस्थानिक क्षेत्र। पश्चिम में—गुजरावाला आर्य हायर सेकेण्डरी स्कूल।
25	आर० के० पुरम के सेक्टर 3 में नाले के साथ-साथ खाली क्षेत्र	0.90 एकड़ (लगभग)	उत्तर में—नाला दक्षिण में—सक्षि रोड। पूर्व में—सक्षि रोड। पश्चिम में—गर्विस रोड।	33	लिक रोड नाले तथा पश्चिमी निजामुद्दीन के मध्य।	9.00 एकड़ (लगभग)	उत्तर-पूर्व में—नाला। दक्षिण-पूर्व में—नाला। पश्चिम में—लिक रोड।
26	डिफेंस कालोनी की और लिक रोड तथा रिंग रोड के चौराहे के के पास का क्षेत्र।	2.864 एकड़ (लगभग)	उत्तर में—सड़क। दक्षिण में—सड़क। पूर्व में—सड़क। उत्तर पश्चिम में—सड़क।	34	सी० पावर स्टेशन तथा यमुना पुल के मध्य	3.903 एकड़ (लगभग)	उत्तर में—बैरेज। दक्षिण में—डी० ई० एम० यू०। पूर्व में—रेलवे सीमा। पश्चिम में—रिंग रोड तथा पुलिस चौकी के लिए प्रस्तावित भूमि।
27	नजफगढ़ नाले पर स्थित पम्प घर के नजदीक खाली भूमि।	14.287 एकड़ (लगभग)	उत्तर में—मिण्टरी पेरेंड तथा पार्किंग स्टेशन। दक्षिण में—निजी भूमि। पूर्व में—नजफगढ़ नाला। पश्चिम में—निजी भूमि।	35	सी० पावर स्टेशन तथा नाले के मध्य।	3.18 एकड़ (लगभग)	उत्तर में—मुरक्षा पुलिंग। दक्षिण में—नाला। पूर्व में—रेलवे लाईन। पश्चिम में—राष्ट्रीय राजमार्ग।
28	नजफगढ़ नाले तथा हकीकत नगर के साथ साथ	2.00 एकड़ (लगभग)	उत्तर में—कुक्कुट फार्म। दक्षिण में—माथ रोड। पूर्व में—नजफगढ़ नाला। पश्चिम में—दिल्ली नगर निगम स्कूल तथा क्वार्टर।	36	श्रीबाराय हाटल तथा ग्रन्थ मस्थान के मध्य।	2.762 एकड़ (लगभग)	उत्तर में—श्रीबाराय हाटल। दक्षिण में—ग्रन्थ मस्थान। पूर्व में—किचन मार्ग। पश्चिम में—गालफ लिक्म क्षेत्र।
29	प्रिन्सेस रोड तथा कर- नाल रोड के चौराहे पर।	2.3 एकड़ (लगभग)	उत्तर में—16 फुट चौड़ा नाला। दक्षिण में—करनाल रोड। पूर्व में—टी बी अस्पताल सीमेंट दीवार। पश्चिम में—प्रिन्सेस रोड।	37	एन्ड्रूसगज पुलिस थाने के पीछे।	1.652 एकड़ (लगभग)	उत्तर में—पुलिस थाना। दक्षिण में—सड़क। पूर्व में—150 फुट चौड़ी सड़क। पश्चिम में—नाला।
30	करनाल रोड पर माडल टाऊन के निकट	3.011 एकड़ (लगभग)	उत्तर-पूर्व में—माडल टाऊन उत्तर-पश्चिम में—माडल टाऊन दक्षिण पूर्व में—मैमर्स ई० डी० इव्यू० कैवेंटरमें द्वारा बन्ना किया गया क्षेत्र। दक्षिण पश्चिम में—करनाल रोड।	38	लोधी हाटल के पीछे	1.10 एकड़ (लगभग)	उत्तर में—सड़क। दक्षिण में—नाला। पूर्व में—हॉस्टल के लिये आब- टिन स्थल। पश्चिम में—नाले तथा सड़क का चौराहा।
31	अलीपुर रोड पर बर्मा- शैल पेट्रोल पम्प के निकट।	0.2 एकड़ (लगभग)	उत्तर में—मैटकाफ रोड। दक्षिण में—यू०/ए० डी० डी० ए० कुकान। पूर्व में—सड़क। पश्चिम में—दिल्ली प्रशासन को ईस्वी स्टेशन के लिये आबंटित भूमि।	39	हाउसिंग फैंकटरी तथा रेलवे क्रामिंग के मध्य।	7.818 एकड़ (लगभग)	1.548 एकड़ की अनुसूची उत्तर में—रेलवे भूमि। दक्षिण में—सड़क तथा रेलवे भूमि का क्रामिंग। पूर्व में—रेलवे भूमि। पश्चिम में—सड़क।
32	बाय भारती स्कूल तथा डी० ए० डी० स्कूल लोधी रोड के पीछे।	2.00 एकड़ (लगभग)	उत्तर में—आई० ए० एफ० वैरग दक्षिण में—सड़क।				6.27 एकड़ की अनुसूची उत्तर में—रेलवे भूमि। दक्षिण में—रेलवे भूमि तथा प्रोफेक्तीकैटिंग हाउसिंग फैंकटरी का क्रामिंग। पूर्व में—सड़क। पश्चिम में—प्रोफेक्तीकैटिंग हाउ- सिंग फैंकटरी परिया।

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40	नेहरू नगर में एकड़ (लगभग)	10.525	स्थल सं० 'क' की अनुसूची उत्तर-पूर्व में—सड़क। उत्तर-पश्चिम में—वेब समाज स्कूल। दक्षिण-पूर्व में—सड़क। दक्षिण-पश्चिम में—टी० बी० क्लीनिक। स्थल सं० 'ख' की अनुसूची उत्तर-पूर्व में—ज्वाइंट वाटर सीवेज बोर्ड। उत्तर-पश्चिम में—सरकारी भूमि तथा सीवर लाइन। दक्षिण-पूर्व में—सड़क तथा टी० टी० ए० की भूमि से। दक्षिण-पश्चिम में—हिन्दुस्थान हाउसिंग फैक्टरी की भूमि।	48.	गालफ लिक्स कालोनी में एकड़ (लगभग)	0.671	प्लॉट नं० 67 उत्तर में—नई दिल्ली नगरपालिका समिति के ई० एस० एम० स्टाफ क्वार्टर। दक्षिण में—दिल्ली नगरपालिका उल्क्यु० केन्द्र। पूर्व में—सड़क। पश्चिम में—सड़क। प्लॉट नं० 69 उत्तर में—सड़क। दक्षिण में—प्लॉट नं० 70 तथा सविम रोड। पूर्व में—सड़क। पश्चिम में—सड़क।
41.	भूरी भटियारी क्षेत्र एकड़ (लगभग)	7.00	उत्तर-पूर्व में—सड़क। उत्तर-पश्चिम में—सड़क। दक्षिण-पश्चिम में—सड़क।	49.	कौटिल्य मार्ग में स्टेड के प्लॉटों तथा सुरक्षा क्वार्टरों के मध्य। एकड़	1.117	उत्तर में—मन्दिर। दक्षिण-पूर्व में—प्रस्तावित सविम मार्ग।
42.	डिप्लोमेटिक एन्क्लेव में किचनर रोड। एकड़ (लगभग)	3.5	उत्तर में—सड़क। दक्षिण में—नाला। पूर्व में—सड़क। पश्चिम में—किचनर रोड।	50	सरक्यूलर रोड पर डिप्लोमेटिक एन्क्लेव के पास स्थित इण्डिया इन्टरनेशनल मैन्डेट के पार्श्व में स्थित स्थल। एकड़ (लगभग)	1.651	उत्तर में—सरकारी भूमि दक्षिण में—सड़क। पूर्व में—युवक विश्व सभा पश्चिम में—सरकारी बंगले।
43.	अशोक होटल के निकट एकड़ (लगभग)	3.195	उत्तर में—काटिल्य मार्ग। दक्षिण में—रवगोज मार्ग। पूर्व में—सड़क। पश्चिम में—अशोक होटल।	51	एन्ड्रूजगज के पीछे पित्ररा पोल सामाईटी एकड़ (लगभग)	75.491	उत्तर-पूर्व में—एन्ड्रूजगज उत्तर-पश्चिम में—100 फुट चौड़ी सड़क। दक्षिण-पूर्व में—नाला। दक्षिण-पश्चिम में—सरकारी भूमि
44.	रेलवे लाइन तथा लक्ष्मी बाई नगर के मध्य। एकड़ (लगभग)	8.166	उत्तर में—रेलवे की सीमा। दक्षिण में—प्रि० शोशियार सिंह रोड। पूर्व में—कुतुब रोड। पश्चिम में—नाला।	52	रिंग रोड पर स्थित [दिल्ली परिवहन निगम भवन के साथ-साथ] एकड़		उत्तर में—दिल्ली परिवहन निगम का भवन। दक्षिण में—रेलवे की भूमि। पूर्व में—राष्ट्रीय राजमार्ग। पश्चिम में—रेलवे की भूमि।
45.	चाणक्यपुरी, नई दिल्ली नगर समिति के साथ-साथ एकड़ (लगभग)	18.0	उत्तर में—नई दिल्ली नगर समिति पणत केन्द्र। दक्षिण में—रेलवे सीमा। पूर्व में—विनय मार्ग। पश्चिम में—सड़क।	53	मुनीरका के निकट एकड़ (लगभग)	27.2	भाग "क" की अनुसूची उत्तर में—सरकारी भूमि। दक्षिण में—सरकारी भूमि। पूर्व में—सरकारी भूमि। पश्चिम में—सरकारी भूमि।
46	हुबाई ग्रहण तथा विनय मार्ग के मध्य नाले के साथ-साथ। एकड़ (लगभग)	18.0	उत्तर में—सरकारी भूमि। दक्षिण में—सरकारी भूमि। पूर्व में—क्रीन्टिय मार्ग। पश्चिम में—केंद्रीय सचिवालय कर्मचारिबुन्द का खेल का मैदान।				भाग "ख" की अनुसूची उत्तर में—सड़क। दक्षिण में—सरकारी भूमि। पूर्व में—सड़क। पश्चिम में—सरकारी भूमि।
47.	आई० एन० ए० कालोनी ग्रीन बाजार के पीछे। एकड़ (लगभग)	55.259	उत्तर में—सड़क। दक्षिण में—सड़क। पूर्व में—सर्वकार्य मार्ग। पश्चिम में—महरोली रोड।	54	राजघाट के निकट एकड़ (लगभग)	7.866	उत्तर में—'ए' पावर हाउस। दक्षिण में—प्रस्तावित सड़क। पूर्व में—यमुना नदी। पश्चिम में—गोधी स्मारक।



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55. रिंग रोड पर डाक और तार घर के पीछे	1.00 एकड़ (लगभग)	उत्तर में—सरकारी भूमि। दक्षिण में—मेटकाफ नाला रोड। पूर्व में—सरकारी भूमि। पश्चिम में—मविम रोड।		61. कारोनेशन रोड, दिल्ली परिवहन निगम के शौड के निकट	15.737 एकड़ (लगभग)	उत्तर में—निजी भूमि। दक्षिण में—दिल्ली परिवहन निगम कर्मशाला। पूर्व में—नजफगढ़ नाला। पश्चिम में—कारोनेशन रोड।	
56. अलीपुर के निकट राज-पुर रोड के चौराहे पर	0.30 तथा 0.44 एकड़ (लगभग)	उत्तर में—सड़क। दक्षिण में—सरकारी भूमि। पूर्व में—अलीपुर रोड। पश्चिम में—सड़क। नं० 2 उत्तर में—अलीपुर रोड और राज-पुर रोड का चौराहा। दक्षिण में—एम०जी०डी० ग्वान्स्थ प्रयोगशाला। पूर्व में—अलीपुर रोड। पश्चिम में—राजपुर रोड।		62. गौरा कब्रिस्तान के निकट	0.75 एकड़ (लगभग)	उत्तर में—सड़क। दक्षिण में—कब्रिस्तान। पूर्व में—स्नानकोतर विद्यार्थियों का होस्टल। पश्चिम में—सरकारी भूमि।	
57. खैबर पाम के पीछे	2.00 एकड़ (लगभग)	उत्तर में—सरकारी भूमि। दक्षिण में—मविम रोड। पूर्व में—सरकारी भूमि। पश्चिम में—सरकारी भूमि।		63. डी० बी० अस्पताल के निकट	0.9 एकड़ (लगभग)	उत्तर में—परती भूमि जिस पर खेती हो रही है। दक्षिण में 16 फीट चौड़ा माला। पूर्व में सरकारी भूमि। पश्चिम में प्रिन्सेस रोड।	
58. ग्रिड स्टेशन के निकट	4.18 एकड़ (लगभग)	(क) की अनुसूची उत्तर में—17 फुट चौड़ा बच्चा रास्ता। दक्षिण में—ग्रिड स्टेशन। पूर्व में—17 फुट चौड़ा कच्चा रास्ता। पश्चिम में—खैबर पाम बाजार तथा दिल्ली प्रशासन के बंगले। (ख) की अनुसूची उत्तर में—क्वार्टर। दक्षिण में—17 फुट चौड़ा कच्चा रास्ता। पूर्व में—चन्द्रावल जयकाल। पश्चिम में—17 फुट चौड़ा कच्चा रास्ता।		64. एन० ए० सी० स्टोर के पाम स्थित स्थल	3.00 एकड़ (लगभग)	उत्तर में—एन० ए० सी० सी० स्टोर और सहायकारी सामग्री की भूमि। दक्षिण में—दिल्ली प्रशासन के क्वार्टर। पूर्व में एम० जी० डी० क्वार्टर और आई० ओ० सी० पेट्रोल पम्प तथा माल रोड। पश्चिम में—एन० ए० सी० स्टोर और दिल्ली प्रशासन के क्वार्टर।	
59. मैंगरीन रोड निमार्गपुर के मध्य	128 एकड़ (लगभग)	उत्तर में—सरकारी भूमि। दक्षिण में—खैबरपाम बाजार। पूर्व में—यमुना नदी। पश्चिम में—निमार्गपुर रोड।		65. हिल रोड तथा लुङ्गो कैमल रोड के मध्य	17.00 एकड़ (लगभग)	उत्तर में—अण्डल हिल रोड। दक्षिण में—लुङ्गे कैमल रोड। पूर्व में—निजी बंगले। पश्चिम में—निजी बंगले।	
60. लखनऊ रोड पर	4.828 एकड़ (लगभग)	उत्तर में—डिफेंस की भूमि। दक्षिण में—सरकारी भूमि। पश्चिम में—सरकारी भूमि। पूर्व में—लखनऊ रोड।		66. मलका गंज कब्रिस्तान	6.00 एकड़ (लगभग)	उत्तर में—साथिया रोड। दक्षिण में—मुसलमानों के कब्रिस्तान। पूर्व में—सरकारी भूमि। पश्चिम में—सड़क।	
				67. अलीपुर रोड पर स्थित ईम्स पेट्रोल पम्प के पास	0.5 एकड़ (लगभग)	उत्तर में—सरकारी भूमि तथा दुकान। दक्षिण में—सड़क। पूर्व में—सड़क। पश्चिम में—निकलमन कब्रिस्तान।	
				68. ओल्ड पुलिस लाईन विद्यालय के निकट	0.27 एकड़ (लगभग)	उत्तर में—पुलिस लाईन। दक्षिण में—सड़क। पूर्व में—सड़क। पश्चिम में—पेट्रोल पम्प	

1	2	3	4
69. गोखले बाजार के पीछे	7.395 एकड़ (लगभग)	उत्तर में—सड़क। दक्षिण में—सड़क। पूर्व में—सड़क तथा रिहायशी क्षेत्र। पश्चिम में—सड़क।	
70 किचनर रोड पर स्थित रेलवे ब्रॉडिंग के पास होटल स्थल।	6.00 एकड़ (लगभग)	उत्तर पूर्व में—सड़क। उत्तर पश्चिम में—चिन्नर रोड। दक्षिण-पूर्व में—रक्षा विभाग की भूमि। दक्षिण पश्चिम में—रेलवे मार्ग।	

[संख्या 1/21/68-एम०-1]

मुकुन्दार चौधुरी, सयुक्त सचिव

## MINISTRY OF WORKS &amp; HOUSING

New Delhi, the 12th July, 1974

S.O. 1810.—Whereas, the terms and conditions upon which nazul lands specified in the Table below will be taken over by the Delhi Development Authority have been agreed upon between the Central Government and that Authority;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 22 of the Delhi Development Act, 1957 (61 of 1957), the Central Government hereby places, with immediate effect, the nazul lands specified in the Table below at the disposal of the Delhi Development Authority for the purpose of development and maintenance of the said lands as green and for taking such steps as may be required to serve the said purpose, subject to the condition that the Delhi Development Authority shall not make, or cause or permit to be made, any construction on the said lands and shall, when required by the Central Government so to do, replace the said lands or any portion thereof as may be so required at the disposal of the Central Government.

TABLE

S. No.	Location	Area	Schedule of boundary
1	2	3	4
1.	Original Road & Faiz Road	0.655 acre (approx.)	North by—Allotted to Director of Education Delhi Admn. Youth Centre & Library. South by—Allotted for Maratha Mitra Mandal, East by—Jhandewala Reservoirs. West by—Parking.
2.	Jagan Nath Temple site opp. Shanti Van.	0.54 acre (approx.)	North by—City Wall South by—Bela Road East by—Delhi Admn. Play Grounds West by—Elgin Road.
3.	Triangular Plot on Todar Mal Road	0.05 acre (approx.)	North by—Service Road South by—Todar Mal Road East by—Road West by—Plot No. 85.

1	2	3	4
4.	At the junction of Todar Mal Road and Bazar Road.	0.044 acre (approx.)	North by—Plot No. 69-A West by—Bazar Road East by—Service Road South by—Todar Mal Road.
5.	At the junction of Jan Path and Ashoka Road.	4.9 acres (approx.)	North by—Service Road South by—Ashoka Road East by—Janpath Road West by—Service Road
6.	Vacant area (Graveyard) behind 4 & 6 Curzon Road and 2 & 4 Hailey Road.	0.496 acre (approx.)	East by—Service Road South by—plot No. 19 North West by—plot No. 18 & Service Road. South West by—Plot No. 19 and Plot No. 20.
7.	Vacant area extension of Dip. Enclave.	127.406 acres (approx.)	North by—Road and British School South by—New Railway Boundary Last by—Chandra Gupta Marg West by—Road.
8.	Vacant area between Rly. & Philippine Embassy.	0.344 acre (approx.)	North by—Chandra Gupta Marg South by—New Railway Boundary East by—Chandra Gupta Marg West by—Road.
9.	Vacant area between Babu Dham & Def. Officer's Flats.	7.983 acres (approx.)	North East by—Sweeper Quarters & I.B's Training School & Staff Quarters. West by—Defence Officer's Flats East by—Road South by—Defence Officer's Flats.
10.	Vacant area at the junction of Sadar Patel Road & Ring Road.	13.0 acres (approx.)	North East by—Railway Land North West by—Sardar Patel Road South East by—alotted to Ministry of Defence for Play ground South West by—Ring Road.
11.	Vacant area between Moti Bagh-I and Military T.P.T. Coy.	11.4 acres (approx.)	North by—Government land South by—Road North East by—Govt. land North West by—Road.
12.	Vacant Road area of Nanakpura.	18.00 acres (approx.)	North by—Service Road South by—Govt. Qrs. Madras Higher School & Middle School. Last by—Road and Water Tank. West by—Road.
13.	Vacant area in University enclave Dhaula Kuan.	35.00 acres (approx.)	North by—Govt. land South by—Road & DMC Park & Spring Dales School. East by—College. West by—Govt land and Ram Lal Anand College.

1	2	3	4	1	2	3	4
14. Vacant area between Chankyapuri & Rly. Line towards Safdarjung Aerodrome.	1.00 acre		North by—Road South by—Railway I and East by—Road West by—Railway Quarters.	22. Rocky area between Sector III & IV R.K. Puram.	21.00 acres (approx.)		North by—Government Land South by—Southern Periphery—Road East by—Govt. land Children—Park & Road. West by—Govt. land & Nallah & Horticulture Nursery.
15. Pillanji Village (Sarojini Nagar)	5.92 acres (approx.)		North by—Government Quarters South by—Edge of Qushak Nallah East by—Road West by—Government Quarters.	23. Vacant area in Sector V. R.K. Puram.	1.493 acres (approx.)		North by—Road South by—Road East by—Road West by—Road.
16. Area of Service Road behind Press Plots Mathura Road.	0.42 acres (approx.)			24. Vacant area in Sector III along Nallah, R.K. Puram.	0.5 acre		North East by—Road North West by—Tot lot South East by—Play Ground. South West by—Nallah.
	(1) 1880 sq. ft.		North by—Service Road South by—Service Road East by—Mohdn Cemetery West by—Service Road.	25. Vacant area in Sector III R.K. Puram along Nallah.	0.90 acre (approx.)		North by—Nallah South by—Service Road East by—Service Road West by—service Road.
	(2) 8440 sq. ft.		North by—Service Road South by—Service Road East by—Modn Road West by—Service Road	26. Area at the crossing of Link Road and to-wards Ring Road Defence Colony.	2.864 acres (approx.)		North by—Road South by—Road East by—Road North West by—Road.
	(3) 2488 sq. ft.		North by—Service Road South by—Service Road East by—Service Road West by—Pearey Bhawan (Plot No. 1 & 2).	27. Vacant land near Pumping Station at Najafgarh Nallah.	14.287 acres (approx.)		North by—Military Parade & Pumping Station South by—Private land East by—Najafgarh Drain West by—Private land.
	(4) 3000 sq. ft.		North by—Pearey Lal Bhawan—(Plot No. 1 South by—Service Road East by—Service Road West by—Service Road.	28. Along Najafgarh Nallah & Hakikat Nagar.	2.00 acres (approx.)		North by—Poultry Farm South by—Mall Road East by—Najafgarh Nalla West by—D.M.C. School and Quarters.
	(5) 1232 sq. ft.		North by—Service Road South by—Partap (Plot No. 5) East by—Service Road West by—Approach Road.	29. At the crossing of Princess Road & Karnal Road.	2.3 acres (approx.)		North by—Nallah 16' Wide South by—Karnal Road East by—C. Wall of T.B. Hospital West by—Princess Road.
	(6) 1280 sq. ft.		North by—Service Road South by—Milap (Plot No. 8-A) East by—Service Road West by—Approach Road.	30. Near Model Town at Karnal Road.	3.044 acres (approx.)		North East by—Model Town North West by—Model Town South East by—Area occupied by—M/s EDW Keventers South West by—Karnal Road.
17. Area between Nallah and Laxmibai Nagar	10.00 acres (approx.)		North by—Government Land South by—Nallah East by—Government I and West by—Nallah.	31. Near Burmashall Petrol Pump at Alipore Road.	0.2 acre (approx.)		North by—Metcalf Road South by—u/a DDA Shops East by—Road West by—allotted to Delhi Admn. for Taxi Stand.
18. Area between Nallah & West Kidwai Nagar.	5.00 acres (approx.)		North by—Storm Water Drain South by—Government Land East by—Road West by—Government Land.	32. At the back of Bal Bharati School & D.A.V. School Lodi Road.	2.00 acres (approx.)		North by I.A.F. Barracks South by—Road East by—Institutional Area West by—Gujranwala Arya H.S. School.
19. Vacant area opp. Defence colony & Kasturba Bai Nagar.	0.35 acre (approx.)		North by—Road South by—Government Land East by Road West by—Government Land.	33. Between Nallah Link Road and Nizamuddin West.	9.00 acres (approx.)		North East by—Nalla South East by—Nalla West by—Link Road.
20. Vacant area in R.K. Puram Sector XIII near U.P. Samaj.	2.666 acres (approx.)		North by—Road South by—Road East by—Road West by—Road.				
21. Vacant area at the South Pariphery Road Sector VI R.K. Puram.	0.7 acres (approx.)		North by—Service Road South by—Road East by—Primary School West by—Road.				

1	2	3	4	1	2	3	4
34.	Between C. Power Station & Jamuna Bridge.	3 903 acres (approx.)	North by—Barrage South by—D.E.S.U. East by —Railway Boundary West—by Ring Road & Proposed for Police Post.	43.	Near Hotel.	Ashoka 3.195 acres (approx.)	North by —Kautalya Marg. South by—Panchsheel Marg. East by—Road. West By—Ashoka Hotel.
35.	Between C. Power Station & Nallah.	3.18 acres (approx.)	North by—Security Police South by—Nallah East by—Railway Line West by—National Highway.	44.	Between Railway Line & Laxmibai Nagar.	8.166 acres (approx.)	North by—Railway Boundary. South by—Brig. Hoshwar Singh Road. East by—Qutab Road. West by—Nallah.
36.	Between Oberoi Hotel & Blind Institute.	2.762 acres (approx.)	North by—Oberoi Hotel South by—Blind Institute East by—Kitchloo Marg West by—Golf Links area.	45.	Along Market NDMC Chanakya-puri.	18.0 acres (approx.)	North by—N.D.M.C. Shopping Centre. South by—Railway Boundary. East by—Vinay Marg West by—Road.
37.	At the back of Police Station Andrews Ganj.	1.652 acres (approx.)	North by—Police Station South by—Road East by—150' Wide Road West by—Nallah.	46.	Along Nallah between ) Aerodrome & Vinay Marg.	18.0 acres (approx.)	North by—Government land. South by—Government land. East by—Kautalya Marg. West by—Central Sectt. Staff playground.
38.	Behind Iodi Hotel.	1 10 acres (approx.)	North by—Road South by—Nallah East by—Allotted site for Hostel. West by —Crossing of Nallah & Road.	47.	At the back of INA Colony and Market.	55.259 acres (approx.)	North by —Road. South by—Road. East by—Round about West by—Mehraul Road.
39.	Between Housing Factory and Railway Crossing	7.818 acres (approx.)	<b>Schedule of 1.548 acres</b> North by—Railway land South by—Crossing of Road & Railway land East by—Railway land West by—Road. <b>Schedule of 6.27 acres</b> North by—Railway land South by —Crossing of Railway land and Prefabricating Housing Factory Area East by—Road West by—Prefabricating Housing Factory.	48.	In Golf Links Colony.	0.674 acre (approx.)	<b>Plot No. 67</b> North by—NDMC ESS Staff Quarters. South by—NDMC C.W. Centre site. East by—Road. West by—Road. <b>Plot No. 69</b> North by—Road. South by—Plot No. 70 and Service Road. East by —Road. West by—Road.
40.	In Nehru Nagar.	10.525 acres (approx.)	<b>Schedule of Site No. A area</b> North East by— Road North West by - Dev Samaj School South East by —Road. South West by —T.B. Clinic. <b>Schedule of Site No. B</b> North East by—Joint Water Sewage Board North West by—Govt. land & Sewer line South East by—Road & DDA land South West by- land for H.II. Factory.	49.	Between State Plots & Security Quarters at Kautalya Marg.	1 147 acres. (approx.)	North by—Temple. South East by—Proposed Service Road. South West by—Kautalya Marg.
41.	Bhooni Bhatyari Area.	7.00 acres (approx.)	North East by—Road. North West by—Road. South East by —Road. South West by—Road.	50.	By the side of India International Centre on circular Road at Diplomatic Enclave.	1 651 acres (approx.)	North by—Government land. South by—Road. East by—World Assembly for Youth. West by—Government bungalows.
42.	Kitchner Road in Diplomatic Enclave	3 5 acres (approx.)	North by—Road. South by—Nallah East by—Road. West by—Kitchner Road	51.	Pinjra Pole Society at the back of Andrews Ganj.	75.494 acres (approx.)	North East by—Andrews Ganj. North West by—Road 100' wide. South East by—Nallah. South West by—Govt. land.
				52.	Along D.T.C. Building at Ring Road.	3.946 acres (approx.)	North by—DTC Building. South by—Railway land. East by—National Highway. West by—Railway land.

1	2	3	4	1	2	3	4
53. Near Munirka.	27.2 acres (approx.)	<b>Schedule of Portion (A)</b> North by—Govt. land. South by—Govt. land. East by—Govt. land. West by—Govt. land. <b>Schedule of Portion (B)</b> North by—Road. South by—Govt. land. East by—Road. West by—Govt. land.		62. Near Gora Cemetery.	0.75 acre (approx.)	North by—Road. South by—Cemetery. East by—Post Graduate Student Hostel. West by—Govt. land.	
54. Near Rajghat.	7.866 acres (approx.)	North by—'A' Power House. South by—Proposed road East by—Jamuna River. West by—Gandhi Samarak.		63. Near T. B. Hospital.	0.9 acre (approx.)	North by—Vacant land under cultivation. South by—Nalla 16'-0" wide. East by—Govt. land. West by—Princes Road.	
55. Behind P&T on Ring Road.	4.00 acres (approx.)	North by—Govt. land. South by—Matacliff Nalla Road. East by—Govt. land. West by—Service Road.		64. Site lying near NAC Store.	3.00 acres (approx.)	North by—NAC Store & co-operative Society land. South by—Delhi Admn. Quarters. East by—MCD Qrs. & IOC Petrol Pump & Mall Road. West by—NAC Store & Delhi Admn. Quarters.	
56. At the junction of Rajpur Road near Alipur.	0.30 acre & 0.44 acre (approx.)	<b>No. 1</b> North by—Road. South by—Govt. land. East by—Alipur Road. West by—Road. <b>No. 2</b> North by—Junction of Alipur Road & Rajpur Road. South by—MCD Health Laboratory. East by—Alipur Road. West by—Rajpur Road.		65. Between Hill Road & Ludlow Castle Road.	17.00 acres (approx.)	North by—Under Hill Road. South by—Ludlow Castle Road. East by—Private Bungalows. West by—Private Bungalows.	
57. Behind Khyber Pass.	2.00 acres (approx.)	North by—Govt. land. South by—Service Road. East by—Govt. land. West by—Govt. land.		66. Malkaganj Graveyard.	6.00 acres (approx.)	North by—Service Road. South by—Mohamdan Graveyard. East by—Government land. West by—Road.	
58. Near Grid Station	4.48 acres (approx.)	<b>Schedule of (A)</b> North by—Kacha Path 17' wide. South by—Grid Station. East by—Kacha Path 17' wide. West by—Khyber Pass Market & Delhi Admn. Bungalows. <b>Schedule of (B)</b> North by—Quarters. South by—Kacha Path 17' wide. East by—Chandrawal Water Works. West by—Kacha Path 17' wide.		67. Near ESSO Petrol Pump at Alipur Road.	0.5 acre (approx.)	North by—Govt. land & shop. South by—Road. East by—Road. West by—Nicholson Cemetery.	
59. Between Magazine Road, Timarpur.	128 acres (approx.)	North by—Govt. land. South by—Khyber Pass Market. East by—Jamuna River. West by—Timarpur.		68. Near School old Police line.	0.27 acre (approx.)	North by—Police Line. South by—Road. East by—Road. West by—Petrol Pump.	
60. On Lucknow Road	4.828 acres (approx.)	North by—Defence land South by—Govt. land. West by—Govt. land. East by—Lucknow Road.		69. Behind Gokhle Market.	7.395 acres (approx.)	North by—Road. South by—Road. East by—Road & Residential Area. West by—Road.	
61. Near DTC Shed Coronation Road.	15.737 acres (approx.)	North by—Private land. South by—DTC Workshop. East by—Najafgarh Drain. West by—Coronation Road.		70. Hotel Site near Railway Crossing at Kitchner Road.	6.00 acres (approx.)	North East by—Road. North West by—Kitchner Road. South East by—Defence land. South West by—Railway line.	

[No. 1/21/68-LI]

S. CHAUDHURI, Jt. Sec.

## दिल्ली विकास प्राधिकरण

श्रम मंत्रालय

## सार्वजनिक सूचना

नई दिल्ली, 4 जुलाई, 1974

नई दिल्ली, 20 जुलाई 1974

ध. आ. 1811.—दिल्ली विकास प्राधिकरण जोन डी-3 (कर्जन रोड) के क्षेत्रीय योजना चित्र में निम्नलिखित संशोधन करने का विचार कर रहा है जिसे सार्वजनिक सूचना हेतु एतद्वारा प्रकाशित किया जा रहा है। प्रस्तावित संशोधन के सम्बन्ध में यदि किसी व्यक्ति का आपत्ति या सुझाव देना हो तो वे अपने आपत्ति/सुझाव इस सूचना के 30 दिन के भीतर सचिव, दिल्ली विकास प्राधिकरण, दिल्ली विकास भवन, इन्द्रप्रस्था इस्टेट, नई दिल्ली-1 के पास लिखित रूप से भेज सकते हैं और जो व्यक्ति अपनी आपत्ति/सुझाव दे वे अपना नाम एवम् पूरा पता भी दें।

## संशोधन :

“लगभग 1137.2 वर्ग मीटर (1368 वर्ग गज) का क्षेत्र जो उत्तर में आवासीय क्षेत्र, पूर्व में सर्विस लेन, दक्षिण में सामाजिक एवं सांस्कृतिक क्षेत्र तथा पश्चिम में तानरन मार्ग द्वारा घिरा हुआ है, इसे अब ‘आवासीय’ से ‘सामाजिक-सांस्कृतिक सांस्थानिक उपयोग’ हेतु परिवर्तित किये जाने का प्रस्ताव है।”

शीनधार को छोड़ सभी कार्यशील दिनों में दिल्ली विकास प्राधिकरण के कार्यालय, दिल्ली विकास भवन, इन्द्रप्रस्था इस्टेट, नई दिल्ली में उक्त अधीन में आकर प्रस्तावित संशोधन के मानीचित्र का निरीक्षण किया जा सकता है।

[सं. एफ. 9(10)/71-एम. पी.]

हृदय नाथ फोटोदार, सचिव

## DELHI DEVELOPMENT AUTHORITY

## PUBLIC NOTICE

New Delhi, the 20th July, 1974

S.O. 1811.—The following modification which the Delhi Development Authority proposes to make in the Zonal Plan for Zone D-3 (Curzon Road area) is hereby published for public information. Any person having any objection or suggestion with respect to the proposed change may send the objection/suggestion in writing to the Secretary, Delhi Development Authority, Delhi Vikas Bhawan, Indraprastha Estate, New Delhi-1 within a period of 30 days from the date of this notice. The person making the objection/suggestion should also give his name and address.

## MODIFICATION :

“An area measuring about 1137.2 sq. metres (1366 sq. yds.) surrounded by residential area in the north, service lane in the east, social and cultural area in the south and Tansen Marg in the west, is proposed to be changed from ‘residential’ to ‘Social-cultural institutional use’.”

2. The plan indicating the proposed modification will be available for inspection at the office of the Authority, Delhi Vikas Bhawan, Indraprastha Estate, New Delhi on all working days, except Saturday within the period referred to above.

[No. F. 9(10)/71-M.P.]

H. N. FOTEDAR, Secy.

का० घा० 1812.—केन्द्रीय सरकार, अधक खान श्रमिक कल्याण निधि अधिनियम, 1946 (1946 का 22) की धारा 2 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए और भारत सरकार के श्रम मंत्रालय की अधिसूचना संख्या एम-24(2)/1950 तारीख 21 मार्च, 1950 को अधिमान्य करते हुए, मूल्यानुसार 3½% की दर उस दर के रूप में नियत करती है जिस पर उक्त अधिनियम के प्रयोजनों के लिए सीमा-शुल्क, 15 जुलाई 1974 से उद्गृहीत और संग्रहित किया जाएगा।

[सं० एम-22017/2/72-एम-3]

बी० के० सक्सेना, धवर मन्त्रि

## MINISTRY OF LABOUR

New Delhi, the 4th July, 1974

S.O. 1812.—In exercise of the powers conferred by sub-section (1) of section 2 of the Mica Mines Labour Welfare Fund Act, 1946 (22 of 1946) and in supersession of the Notification of the Government of India in the Ministry of Labour No. M-24(2)/1950 dated 21st March, 1950, the Central Government fixes the rate of three and one-half per centum ad valorem as the rate at which the duty of customs for the purposes of the said Act shall be levied and collected with effect from the 15th day of July, 1974.

[No. M-22017/2/72-M-III]

R. K. SAKSENA, Under Secy.

नई दिल्ली, 5 जुलाई, 1974

का० घा० 1813.—कर्मचारी भविष्य निधि और कुटुम्ब पेंशन निधि अधिनियम, 1952 (1952 का 19) की धारा 13 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार श्री बीरेन्द्र कुमार मुकर्जी को उक्त अधिनियम, और उसके अधीन विरचित स्कीम तथा कुटुम्ब पेंशन स्कीम के प्रयोजनों के लिए, केन्द्रीय सरकार के या उसके नियंत्रणाधीन किसी स्थापन के संबंध में या किसी रेल कम्पनी, महापत्तन, खान या तेल क्षेत्र या नियंत्रित उद्योग से संबंधित किसी स्थापन के संबंध में या किसी ऐसे स्थापन के संबंध में जिसके एक से अधिक राज्य में विभाग या शाखाएँ हों, सम्पूर्ण पश्चिमी बंगाल राज्य तथा अण्डमान और निकोबार द्वीपसमूह के सब राज्यक्षेत्र के लिए निरीक्षक नियुक्त करती है।

[संख्या ए० 12016(17)/73-पी एफ० 1]

New Delhi, the 5th July, 1974

S.O. 1813.—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds and Family Pension Fund Act, 1952 (19 of 1952), the Central Government hereby appoints Shri Birendra Kumar Mukherjee to be an Inspector for the whole of the State of West Bengal and the Union territory of the Andaman and Nicobar Islands for the purposes of the said Act, and the Scheme and the Family Pension Scheme framed thereunder, in relation to any establishment belonging to, or under the control of the Central Government or in relation to any establishment connected with a railway company, a major port, a mine or an oilfield or a controlled industry or in relation to an establishment having departments or branches in more than one State.

[No. A. 12016(17)/73-PF. I]

नई दिल्ली, 8, जुलाई, 1974

का० प्रा० 1814 — यत् राजस्थान राज्य सरकार ने कर्मचारी राज्य बीमा अधिनियम, 1948 (1948 का 31) की धारा 10 की उपधारा (1) के खण्ड (घ) के अनुसरण में डा० बी० एम० शर्मा, अतिरिक्त निदेशक, चिकित्सा तथा स्वास्थ्य सेवा (परिवार नियोजन) राजस्थान सरकार, जयपुर को डा० भार० एल० चोपड़ा के स्थान पर चिकित्सा प्रसुविधा परिषद् के सदस्य के रूप में नाम निर्दिष्ट किया है।

अतः, अब, कर्मचारी राज्य बीमा अधिनियम, 1948 (1948 का 34) की धारा 10 की उपधारा (1) के अनुसरण में, केन्द्रीय सरकार, भारत सरकार के भूतपूर्व श्रम, नियोजन तथा पुनर्वासि मंत्रालय (श्रम तथा नियोजन विभाग) की अधिसूचना सख्या का० प्रा० 3680, तारीख 21 अगस्त, 1971 में निम्नलिखित संशोधन और करती है, अर्थात् —

उक्त अधिसूचना में “(संशोधन सरकारों द्वारा धारा 10 की उपधारा (1) के खण्ड (घ) के अधीन नाम निर्दिष्ट)” शीर्षक के नीचे सब 16 के सामने की प्रविष्टि के स्थान पर निम्नलिखित प्रविष्टि की जायेगी, अर्थात् —

“(16) डा० बी० एम० शर्मा,  
अतिरिक्त निदेशक,  
चिकित्सा तथा स्वास्थ्य सेवा  
(परिवार नियोजन) राजस्थान सरकार,  
जयपुर”।

[का० सं० 16012 (7)/74-एच० आई०]

New Delhi, the 8th July, 1974

S.O. 1814.—Whereas the State Government of Rajasthan, has in pursuance of clause (d) of sub section (1) of section 10 of the Employees' State Insurance Act, 1948 (34 of 1948), nominated Doctor B M Sharma, Additional Director, Medical and Health Services (Family Planning), Government of Rajasthan, Jaipur to be a member of the Medical Benefit Council in place of Doctor R L Chopra,

Now, therefore, in pursuance of sub-section (1) of section 10 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby makes the following further amendment to the notification of the Government of India, in the late Ministry of Labour, Employment and Rehabilitation, (Department of Labour and Employment) No S.O. 3680, dated the 21st August, 1971, namely —

In the said notification, under the heading “(Nominated by the State Governments concerned under clause (d) of sub-section (1) of section 10)”, for the entry against them (16), the following entry shall be substituted namely —

“(16) Doctor B M Sharma,  
Additional Director,  
Medical and Health Services, (Family Planning),  
Government of Rajasthan,  
Jaipur.”

[F No U-16012(7)/74 HI]

नई दिल्ली, 10, जुलाई, 1974

का० प्रा० 1815 — कर्मचारी भविष्य निधि और कुटुम्ब पेंशन निधि अधिनियम, 1952 (1952 का 19) की धारा 13 की उपधारा (1) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार श्री डी० डी० शानभाग को उक्त अधिनियम, और उसके अधीन विरचित स्कीम तथा, कुटुम्ब पेंशन स्कीम के प्रयोजनों के लिए, केन्द्रीय सरकार के या उसके

नियंत्रणाधीन किसी स्थापन के सम्बन्ध में या किसी रेल कम्पनी, महापत्तन खान या तेल क्षेत्र या नियंत्रित उद्योग से सम्बन्धित किसी स्थापन के सम्बन्ध में या किसी ऐसे स्थापन के सम्बन्ध में जिसके एक से अधिक राज्य विभाग या शाखाएँ हो, गोवा, दमन और दीव के सम्पूर्ण सभ राज्यक्षेत्र के लिए निरोधक नियुक्त करती है।

[सख्या ए० 12016(3)/74-पी० एफ०-1]

लालफक जुआला, धरर सचिव

New Delhi, the 10th July, 1974

S.O. 1815.—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds and Family Pension Fund Act, 1952 (19 of 1952), the Central Government hereby appoints Shri D D Shanbhag to be an Inspector for the whole of the Union Territory of Goa, Daman and Diu for the purposes of the said Act, and the Scheme and the Family Pension Scheme framed there under in relation to any establishment belonging to, or under the control of the Central Government or in relation to any establishment connected with a railway company, a major port, a mine or an oilfield or a controlled industry or in relation to an establishment having departments or branches in more than one State

[No. A. 12016(3)/74-PF. I]

LALFAK ZUALA, Under Secy.

नई दिल्ली, 6 जुलाई, 1974

का० प्रा० 1816.—यत् काङला पत्तन न्यास, गाँधी धाम (कच्छ) के प्रवर्धतंत्र से सम्बद्ध नियोजको और उनके कर्मचारों के बीच, जिनके प्रतिनिधित्व परिवहन और गोदी श्रमिक यूनियन, काङला (कच्छ) करती है, एक औद्योगिक विवाद विद्यमान है,

और यत् उक्त नियोजको और उनके कर्मचारों ने औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 10क की उपधारा (1) के अधीन एक लिखित करार द्वारा उक्त विवाद को माध्यस्थता के लिए निर्दिष्ट करने का करार कर लिया है और उक्त अधिनियम की धारा 10क की उपधारा (3) के अधीन उक्त माध्यस्थता करार की एक प्रति केन्द्रीय सरकार को भेजी है।

अतः, अब, उक्त अधिनियम की धारा 10क की उपधारा (3) के अनुसरण में, केन्द्रीय सरकार उक्त करार को, जो उसे 26 जून, 1974 को मिला था, एतद्वारा प्रकाशित करती है।

औद्योगिक विवाद अधिनियम, 1947 की धारा 10क के अधीन करार के बीच

नियोजको का प्रतिनिधित्व करने वाले डा० भार० पी० भार्गवा,  
सचिव

काङला पत्तन न्यास

कर्मचारों का प्रतिनिधित्व करने वाले, श्री जी० बी० रेगे, उप-प्रधान,

परिवहन और गोदी श्रमिक यूनियन,

काङला (कच्छ)।

पक्षकारों के बीच करार किया गया है कि निम्नलिखित औद्योगिक विवाद को श्री टी० एस० शंकरन, संयुक्त सचिव, श्रम मंत्रालय, श्रम-शक्ति भवन, रफी मार्ग, नई दिल्ली के माध्यस्थत्व के लिए निर्देशित किया जाये।

(i) विनिश्चित विवादग्रस्त विषय : पत्तन और डाक कर्मकारों के लिए केन्द्रीय मजदूरी बोर्ड की रिपोर्ट, उस पर लिए गए सरकारी निर्णयों और अन्य सम्बन्धित विषयों, अखिल भारतीय पत्तन और डाक कर्मकारों केडरेजन द्वारा उठाई गई मांगों और उन पर प्रागे किए गये विचार-विमर्श के सन्दर्भ में महापत्तनों के पत्तन और डाक कर्म कारों से सम्बन्धित निम्नलिखित विवादग्रस्त विषयों को औद्योगिक विवाद अधिनियम, 1947 की धारा 10क के अधीन माध्यस्थत्व के लिए, गुण-दोष के आधार पर निर्णयार्थ निर्देशित किये जाने का करार किया गया है :—

(1) क्या अर्थसाहाय्य प्राप्त औद्योगिक अवास योजना में अर्थसाहाय्य के साथ और अन्य सुसंगत कारणों को ध्यान में रखते हुए मानक मकानों के किराये की वसूली की सरकार द्वारा प्रस्तावित दरों की, अर्थात्, जहाँ मूल वेतन 200 रुपये प्रतिमाह से कम है, वहाँ मूल वेतन का (परन्तु नगर प्रतिकर भत्ते का नहीं) 7½ प्रतिशत और जहाँ वह 200 रुपये प्रतिमाह या उससे अधिक है, वहाँ मूल वेतन (परन्तु नगर प्रतिकर भत्ते का नहीं) का 10 प्रतिशत, छटाया जाना चाहिए और यदि हाँ, तो किस सीमा तक ?

(2) क्या महा-पत्तनों के पत्तन और डाक कर्मकारों के लिए केन्द्रीय मजदूरी बोर्ड की रिपोर्ट के आधार पर सरकार द्वारा स्वीकृत संशोधित वेतनमानों में वेतन के निर्धारण के विषय में मजदूरी बोर्ड की सिफारिश के अनुसार सरकार द्वारा संजूर की गई 11.80 रुपये प्रतिमाह की अतिरिक्त सहायता या उसके भाग को ध्यान में रखा जाना चाहिए ?

(3) क्या मकान किराया भत्ते और नगर प्रतिकर भत्ते के प्रयोजन के लिए, महंगाई भत्ते (अतिरिक्त महंगाई भत्ते और समय समय पर महंगाई भत्ते में की गई वृद्धियों सहित) को प्रशतः या पूर्णतः वेतन के रूप में माना जाना चाहिए ?

(ii) विवाद के पक्षकारों का विवरण, जिसमें ग्रस्त स्थापन या उपक्रम का नाम और पता भी सम्मिलित है :—

(1) कांडला पत्तन न्यास, डाक-बॉक्स संख्या 50, गांधीघाम (कच्छ)।

(2) परिवहन और गोदी श्रमिक यूनियन, मेवावाला मार्केट, कांडला (कच्छ)।

(iii) यूनियन का नाम :—

परिवहन और गोदी श्रमिक यूनियन, मेवावाला मार्केट, कांडला (कच्छ)।

(iv) प्रभावित उपक्रम में नियोजित कर्म-

कारों की कुल संख्या . . . . . सगभग 3480

(v) विवाद से प्रभावित या संभाव्यतः

प्रभावित कर्मकारों की अनुमानित संख्या . . . . . 3480

माध्यस्थ अपना पचाट तीस मास की कालावधि या इतने और समय के भीतर जो हमारे बीच पारस्परिक लिखित करार द्वारा बढ़ाया जाय देगा।

उपर्युक्त औद्योगिक विवाद को श्री ए० टी० जाम्ने, पीठासीन अधिकारी, केन्द्रीय सरकार अधिकरण-एवं-श्रम न्यायालय संख्या 2, चौथी

मंजिल, सिटी आईस बिल्डिंग, 298, बाजारगेट, फोर्ट, बम्बई को निर्देशित करने सम्बन्धी पिछला करार, जो हमने 20 जून, 1973 को किया था और जिसे भारत सरकार श्रम और पुनर्वास मंत्रालय (श्रम और रोजगार विभाग) ने अपने आदेश संख्या एन-39013/1/73-पी० एण्ड डी० (iv) तारीख 11 जुलाई, 1973 के रूप में भारत के राजपत्र, भाग 2, खण्ड 3 उपखण्ड (ii) में प्रकाशित किया था, एतद्वारा रद्द किया जाता है।

#### पक्षकारों के नाम

दिनांक 18 जून, 1974

नियोजकों का प्रतिनिधित्व करने वाले :

ह० भार० पी० भार्गवा,  
सचिव,  
कांडला पत्तन न्यास।

कर्मकारों का प्रतिनिधित्व करने वाले

ह० जी० बी० रेगे  
उप प्रधान,  
परिवहन और गोदी श्रमिक  
यूनियन,  
नया कांडला (कच्छ)

साक्षी:

1. ह० बी० एस० बेरोट,  
उप सचिव,

2. ह० एल० भार० मेवाले,  
मुख्य अधिकारी [ज्ञान]।

कांडला पत्तन न्यास।

[संख्या एन०-39013/1/73-पी० एण्ड डी०/एस० भार० 3]  
पी० भार० नैयर, अधर सचिव

#### ORDER

New Delhi, the 6th July, 1974

**S.O. 1816.**—Whereas an industrial dispute exists between the employers in relation to the management of Kandla Port Trust, Gandhidham (Kutch) and their workman as represented by the Transport and Dock Workers' Union, Kandla (Kutch).

And, whereas the said employers and their workmen have by a written agreement under sub-section (1) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), agreed to refer the said dispute to arbitration and have forwarded to the Central Government, under sub-section (3) of section 10A of the said Act, a copy of the said arbitration agreement:

Now, therefore, in pursuance of sub-section (3) of section 10A of the said Act, the Central Government hereby publishes the said agreement which was received by it on the 26th June, 1974.

#### AGREEMENT UNDER SECTION 10A OF THE INDUSTRIAL DISPUTES ACT, 1947.

#### BETWEEN

Representing employers.—Dr. R. P. Bhargava, Secretary, Kandla Port Trust.

Representing workmen.—Shri G. V. Rege, Vice-President, Transport & Dock Workers' Union, Kandla (Kutch).

It is hereby agreed between the parties to refer the following industrial dispute to the arbitration of Shri T. S. Sankaran, Joint Secretary, Ministry of Labour, Shram-Shakti Bhavan, Rafi Marg, New Delhi-1.

(i) Specific matters in dispute.—In the context of the report of the Central Wage Board for Port and Dock Workers, the decisions of the Government thereon and other related matters, the demands raised by the All India Port and Dock Workers' Federation and the further discussions held on these, the following matters in dispute relating to Port



and Dock Workers of the Major Ports are agreed to be referred to arbitration under Section 10A of the Industrial Disputes Act, 1947, for decision on merits —

- (1) Whether, and if so, to what extent, the rates for recovery of rent for standard houses proposed by Government, namely, 7-1/2 per cent of basic pay (and not City Compensatory allowance), where basic pay is less than Rs 200 per mensem and at the rate of 10 per cent of basic pay (and not City Compensatory Allowance) if it is Rs. 200 per mensem or more, should be reduced taking into account the subsidy element in the Subsidised Industrial Housing Scheme and other relevant factors.
- (2) Whether in the matter of fixation of pay in the revised scales accepted by the Government on the basis of the Central Wage Report for Port and Dock Workers at Major Ports, the interim relief of Rs. 11.80 per mensem or part thereof granted by Government as recommended by the Wage Board should be taken into account
- (3) Whether Dearness Allowance (including additional Dearness Allowance and increases in Dearness Allowance from time to time) in part or full should be treated as pay for the purpose of House Rent Allowance and City Compensatory Allowance

- |  |  |
|--|--|
| (ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved | 1 Kandla Port Trust, Post Box No 50, Gandhidham (Kutch)<br>2. Transport & Dock Worker's Union, Mewawala Market, Kandla (Kutch) |
| (iii) Name of the union,   | 'Transport & Dock Workers' Union, Mewawala Market, Kandla (Kutch).   |
| (iv) Total number of workmen employed in the undertaking affected.   | 3480 approximately   |
| (v) Estimated number of workmen affected or likely to be affected by the dispute.                                      | 3480.  |

The arbitrator shall make his award within a period of three months or within such further time as is extended by mutual agreement between us in writing.

The previous agreement entered into by us on 20th June, 1973 and published by the Government of India, Ministry of Labour and Rehabilitation (Department of Labour and Employment) in Part II, Section 3, Sub-Section (ii) of the Gazette of India vide Order No. L. 39013/1/73-P&D (iv) dated 11th July, 1973 to refer to the above mentioned industrial dispute to the arbitration of Shri A. T. Zambre, Presiding Officer, Central Government Industrial Tribunal-cum-Labour Court No. 2, 4th Floor, City Ice Building, 298, Bazargate Street, Fort, Bombay is hereby cancelled.

#### Signatures of Parties

Dated the 18th June, 1974

Representing Employers:

R. P. Bhargava, Secy,  
Kandla Port Trust.

Representing Workmen:

G. V. Rege, Vice-President,  
Transport & Dock Workers' Union  
New Kandla (Kutch).

WITNESS.

1 B. S. BAROT, Dy Secy  
Kandla Port Trust.

2 L R Yewale, Chief Officer (Dredger).

[No. L. 39013/1/73-P&D/IRIII]

नई दिल्ली, 6 जुलाई, 1974

क्रा० आ० 1817—यत व्यास सतलज लिंक प्रायोजना, मुन्दर नगर से सम्बद्ध नियाजको और उनके कर्मकारों के बीच, जिनका प्रतिनिधित्व सतलज लिंक श्रमिक संघ, मुन्दरनगर करती है, एक औद्योगिक विवाद विद्यमान है,

और यत उक्त नियाजको और कर्मकारों ने औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 10-क की उपधारा (1) उपबन्धों के अनुसरण में एक लिखित करार द्वारा उक्त विवाद का उसमें वर्णित व्यक्ति के माध्यस्थता के लिए निर्देशित करने का करार कर लिया है और उक्त माध्यस्थता करार की एक प्रति केन्द्रीय सरकार का भेजी है।

अतः, अतः, उक्त अधिनियम की धारा 10-क की उपधारा (3) के उपबन्धों के अनुसरण में, केन्द्रीय सरकार उक्त माध्यस्थता करार का, जो उस 28 जून, 1971 का मिला था, एतद्वारा प्रकाशित करती है।

#### करार

(औद्योगिक विवाद अधिनियम, 1947 की धारा 10-क के अधीन)

के बीच

नियाजको का प्रतिनिधित्व करने वाले

श्री रत्तन लाल कैथ  
कार्मिक अधिकारी,  
व्यास सतलज लिंक प्रायोजना,  
मुन्दर नगर।

कर्मकारों का प्रतिनिधित्व करने वाले

1 श्री एम० ताग्वार,  
अध्यक्ष, बी० एस० एल०  
श्रमिक संघ,  
मुन्दरनगर।

पक्षकारों के बीच निम्नलिखित औद्योगिक विवाद का श्री विजय शर्मा, सहायक अमायुक्त (केन्द्रीय) कानपुर के माध्यस्थता के लिए निर्देशित करने का एतद्वारा करार किया गया है।

1 विनिश्चित विवादस्त विषय

क्या श्री प्रेम सिंह, सहायक लाको अपरेटर, बी० एस० एल० प्रायोजना, मुन्दर नगर का 14 मई, 1971 से 7 जून, 1972 तक निलम्बन और बिना भावी प्रभाव के एक वेतन वृद्धि का रोकने के परिणामी सजा वैध और न्यायोचित थी? किसी भी मामले में कर्मकार किस अनुताप का हकदार है?

2 विवाद के पक्षकारों का विवरण, जिसमें अस्त स्थापन या उपक्रम का नाम और पता सम्मिलित है

1 अधोशक इंजीनियर, व्यास सतलज लिंक प्रायोजना मुन्दरनगर।  
2 अध्यक्ष, व्यास सतलज लिंक श्रमिक संघ, मुन्दरनगर।

3 यदि कोई सध प्रशनगत कर्मकारो का प्रति-

निधिय करता हा, तो उम का नाम

व्यास सतलेज लिंक श्रमिक  
सध, मुन्दर नगर ।

4 प्रभावित उपश्रम मे नियोजित कर्मकारो की

कुल सख्या

35,000

5 विवाद द्वारा प्रभावित या सम्भाव्यता प्रभावित

होने वाले कर्मकारो की अनुमानित सख्या एक

(हम यश करार भी करने है कि माध्यस्थ का विनिश्चय हम पर  
आवश्यक होगा ।)

माध्यस्थ अपना पचाट छ माम की कालावधि या इतने और समय के  
भीतर जो हमारे बीच पारस्परिक लिखित करार द्वारा बढ़ाया जाये,  
देगा । यदि पूर्व वर्णित कालावधि के भीतर पचाट नहीं दिया जाता तो  
माध्यस्थ के लिए निर्देश स्वतः रद्द हो जायेगा और हम नए माध्यस्थ  
के लिए बातचीत करने को स्वतंत्र होंगे ।

पक्षकारो के हस्ताक्षर

ह०/-रत्न लाल

22-6-74

ह०/-एम० एस० तोमगार

22-6-74

नियोजको का प्रतिनिधित्व करने वाले

कर्मकारो का प्रतिनिधित्व  
करने वाले

साक्षी

1 ह०/ओ० पी० सक्सेना

2 ह०/-पी० एस० राणा

22-6-74

[सख्या एन०-12012/31/74-एस० आर०-3]

## ORDER

New Delhi, the 6th July, 1974

**S.O. 1817.**—Whereas an industrial dispute exists between the employers in relation to Beas Sutlej Link Project, Sundernagar and its workmen represented by Beas Sutlej Link Workers' Union, Sundernagar.

And, whereas the said employers and workmen have, by a written agreement, in pursuance of the provisions of sub-section (1) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), agreed to refer the said dispute to arbitration by the person specified therein, and a copy of the said arbitration agreement has been forwarded to the Central Government.

Now, therefore, in pursuance of sub-section (3) of section 10A of the said Act, the Central Government hereby publishes the said arbitration agreement which was received by it on the 28th June, 1974.

## AGREEMENT

(Under Section 10-A of the Industrial Disputes Act, 1947)

## BETWEEN

Representing employer.—Shri Rattan Lal Kaith, Personnel Officer, Beas Sutlej Link Project, Sundernagar.

## AND

Representing workmen—Shri M. S. Toggari, President, B. S. L. Workers Union, Sundernagar.

It is hereby agreed between the parties to refer the following industrial dispute to the arbitration of Shri Vijai Shanker, Assistant Labour Commissioner (Central), Kanpur.

(i) Specific matters in dispute. Whether suspension of Shri Prem Singh, Assistant Loco-Operator, B.S.L. Project, Sundernagar from the 14th May, 1971 to the 7th June, 1972 and consequential punishment of stoppage of one increment without future effect was legal and justified? In either case to what relief the workman is entitled?

(ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved. (1) Superintending Engineer, Beas Sutlej Link Project, Sundernagar. (2) President, Beas Sutlej Link Workers Union, Sundernagar.

(iii) Name of the union, if any representing the workmen in question. Beas Sutlej Link Workers Union, Sundernagar.

(iv) Total number of Workmen employed in the undertaking affected 35,000.

(v) Estimated number of workmen affected or likely to be affected by the dispute. One.

(We further agree that the decision of the arbitrator shall be binding onus.)

The arbitrator shall make his award within a period of six months or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

Signature of the Parties

Sd/-Rattan Lal  
22-6-74

Representing Employers.  
Witnesses

Sd/-M.S.Togger  
21-6-74

Representing workmen.

1. Sd/-O P.Saksena.

2. Sd/-P.S.Rana. 22-6-74

[No. L. 42012/31/74/LR-III]

आदेश

नई दिल्ली, 6 जुलाई, 1974

**क्र० आ० 1818.**—यत व्यास सतलेज लिंक प्रायोजना, मुन्दर नगर से सम्बद्ध नियोजको और उनके कर्मकारो के बीच, जिनका प्रतिनिधित्व व्यास सतलेज लिंक श्रमिक यूनियन, मुन्दर नगर करती है, एक औद्योगिक विवाद विद्यमान है,

और यत उक्त नियोजको और कर्मकारो ने औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 10-क की उपधारा (1) के उपबन्धो के अनुसरण मे एक लिखित करार द्वारा उक्त विवाद को उसमे वर्णित व्यक्ति के माध्यस्थ के लिए निर्देशित करने का करार कर लिया है और उक्त माध्यस्थ के एक प्रति केन्द्रीय सरकार को भेजी गई है,

अतः, अतः, उक्त अधिनियम की धारा 10-क की उपधारा (3) के अनुसरण से, केन्द्रीय सरकार उक्त माध्यस्थ के करार की, जो उसे 28 जून, 1974 को मिला था, एतद्वारा प्रकाशित करती है ।

## करार

(औद्योगिक विवाद अधिनियम, 1947 की धारा 10-क के अधीन)  
के बीच

पक्षकारों के नाम :

नियोजक का प्रतिनिधित्व करने वाले : श्री रतन लाल कैथ,  
कामिक अधिकारी,  
ब्यास सतलेज लिंक प्रायोजना,  
मुन्दरनगर।

कर्मकारों का प्रतिनिधित्व करने वाले : श्री एम० एम० टोग्गार,  
प्रधान,

ब्यास सतलेज लिंक श्रमिक यूनियन,  
मुन्दरनगर।

पक्षकारों के बीच निम्नलिखित औद्योगिक विवाद को विजय शंकर,  
सहायक श्रम आयुक्त (केन्द्रीय), कानपुर के माध्यस्थ के लिए निर्देशित  
करने का एनबुद्धारा करार किया गया है।

1. विनिर्दिष्ट विवादग्रस्त विषय : क्या ब्यास सतलेज लिंक प्रायोजना,  
मुन्दरनगर के प्रबन्धन की  
9 जून, 1973 से श्री मुक्तिार  
सिंह, पाईप फिटर, टोकन संख्या  
293-एसी की सेवाएं समाप्त  
करने की कार्यवाही वैध और  
न्यायोचित थी? यदि नहीं, तो  
कर्मकार किस अनुलोष का  
हकदार है?
2. विवाद के पक्षकारों का विवरण, (1) अधीक्षक इंजीनियर, ब्यास सत-  
जिसमें ग्रस्त स्थापन या उपक्रम लेज लिंक प्रायोजना, मुन्दर  
का नाम और पता भी सम्मिलित नगर।  
है। (2) प्रधान, ब्यास सतलेज लिंक  
श्रमिक यूनियन, मुन्दरनगर।
3. यदि कोई संघ प्रश्नगत कर्मकारों ब्यास सतलेज लिंक श्रमिक यूनियन,  
का प्रतिनिधित्व करना हो तो मुन्दरनगर।  
उसका नाम।
4. प्रभावित उपक्रम में नियोजित 35,000  
कर्मकारों की कुल संख्या।
5. विवाद से प्रभावित या संभाव्यतः एक  
प्रभावित कर्मकारों की अनुमानित  
संख्या।

(हम यह करार भी करते हैं कि सध्यस्थ का विनिश्चय हम पर  
बाध्यकारी होगा)।

माध्यस्थ अपना पंचाट छः मास की कालावधि या इतने और समय  
के भीतर जो हमारे बीच पारस्परिक लिखित करार द्वारा बकाया जाय,  
देगा। यदि पूर्ण वर्णित कालावधि के भीतर पंचाट नहीं दिया जाता तो  
माध्यस्थ के लिए निर्देश स्वतः रह जायगा और हम नये माध्यस्थ के  
लिए बातचीत करने की स्वतंत्र होंगे।

## पक्षकारों के हस्ताक्षर

ह०/रतन लाल  
22-6-74

ह०/ए-म० एम० टोग्गार  
22-6-74

नियोजक का प्रतिनिधित्व करने वाले . कर्मकारों का प्रतिनिधित्व करने वाले :  
साक्षी :

1 ह०/ए-पी० मकमेना

2 ह०/ए-पी० एम० राणा

22-6-74

[म० एन० 42012/30/74-एन० आर०-3]

पी० आर० नैयर, प्रवर मन्त्रि

## ORDER

New Delhi, the 6th July, 74

S. O. 1818.—Whereas an industrial dispute exists between the employers in relation to Beas Sutlej Link Project, Sundernagar and its workmen represented by Beas Sutlej Link Worker's Union, Sundernagar.

And, whereas the said employers and workmen have, by a written agreement, in pursuance of the provisions of sub-section (1) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), agreed to refer the said dispute to arbitration by the person specified therein, and a copy of the said arbitration agreement has been forwarded to the Central Government.

Now, therefore, in pursuance of sub-section (3) of section 10A of the said Act, the Central Government hereby publishes the said arbitration agreement which was received by it on the 23rd June, 1974.

## AGREEMENT

(Under Section 10-A of the Industrial Disputes Act, 1947)

## BETWEEN

Name of the Parties:

Representing employer : Shri Rattan Lal Kaith,  
Personnel Officer,  
Beas Sutlej Link Project,  
Sundernagar.

## AND

Representing workmen : Shri M.S. Toggar,  
President, Beas Sutlej Link  
Workers Union, Sundernagar.

It is hereby agreed between the parties to refer the following industrial dispute to the arbitration of Shri Vijai Shanker, Assistant Labour Commissioner (Central), Kanpur.

- (i) Specific matters in dispute Whether the action of the management of Beas Sutlej Link Project, Sundernagar in terminating the services of Shri Mukhtiar Singh, Pipe Fitter, Token No. 293-AC with effect from the 9th June, 1973 was legal and justified? If not, to what relief is the workman entitled?
- (ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved. (1) Superintending Engineer, Beas Sutlej Link Project, Sundernagar.  
(2) The President, Beas Sutlej Link Workers Union, Sundernagar.
- (iii) Name of the Union, if any representing the workmen in question. Beas Sutlej Link Workers Union, Sundernagar.
- (iv) Total number of workmen employed in the undertaking affected. 35000.

(v) Estimated number of workmen affected or likely to be affected by the dispute One

(We further agree that the decision of the arbitrator shall be binding on us.)

The arbitrator shall make his award within a period of six months or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

#### Signature of the Parties

Sd/- Rattan Lal  
22-6-74

Sd/ M S Togger  
22-6-74

Representing employers  
Witness —

Representing Workmen

1 Sd/- O P Saksena

2 Sd/- P S Rana  
22-6-74

[No L 42012/30/74/LR-III]

New Delhi the 9th July, 1974

**S.O. 1819**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the arbitrator in the industrial dispute between the employers in relation to the Food Corporation of India, Calcutta and their workmen, which was received by the Central Government on the 1st July, 1974

BEFORE SHRI R P BHATNAGAR, ARBITRATOR  
AND ASSISTANT LABOUR COMMISSIONER (C)  
CALCUTTA-1

In the matter of an industrial dispute between the employers in relation to The Food Corporation of India, Calcutta

AND

their workmen represented by Calcutta Dock Workers' Union (HMS), Calcutta

#### APPEARANCES

Representing the employer of The Food Corporation of India, Calcutta—Shri Moloy Ghosh, Deputy Manager (Labour), The Food Corporation of India, Calcutta

Representing the workmen—Shri W A Azad, Joint Secretary Calcutta Dock Workers' Union (HMS), Calcutta

#### INTRODUCTORY

No ALC-1/ARB(1)/74

Dated June 17, 1974

Through an arbitration agreement dated 18-5-74 signed by the above named parties the dispute relating to weekly off for Bastaban and their Tindals working under the District

Manager (Docks), The Food Corporation of India, Calcutta has been referred to the undersigned to arbitrate U/s 10A of the Industrial Disputes Act, 1947. The parties approached me on 18-5-74 itself alongwith a copy of the agreement to commence the proceedings. The specific matters in dispute referred to for my arbitration are as follows:—

(1) Whether the demand of Bastaban workers and their tindals working under the management of the Food Corporation of India in Calcutta Dock relating to the weekly off of staggering basis instead of a fixed weekly off from July, 1973 is justified?

(2) Whether the demand of the workers for full payment of wages during the above-mentioned period is justified and if not, the basis of which their wages should be calculated taking into account the fact that the workmen of the above-mentioned categories had stayed away from works on days they were supposed to attend work and claim to have come for work on the existing scheduled days or rest?"

2 The parties were requested through a letter dated 21-5-74 to submit a brief and self-contained statement on the dispute by 25-5-74 and simultaneously to exchange those statements with the other party. They were also requested to submit their rejoinders if any, by 28-5-74 and also simultaneously to send their rejoinders to the other party. The parties submitted their written statements. The employers representative submitted rejoinder on 5-6-74. No rejoinder was submitted by the union. The date of hearing was fixed on 5-6-74. The parties were informed of this date of hearing through a letter dated 30-5-74. Food Corporation of India Workers' Union was also impleaded as a party. Through a letter dated 30-5-74 the Joint Secretary of the union was requested to attend the hearing in the matter on 5-6-74. The parties to the dispute appeared on 5-6-74, tendered documentary and oral evidence and on the same day the hearing was concluded after arguments. None appeared from the side of the Food Corporation of India Workers' Union on that date. However, a letter dated 5-6-74 was received on 13-6-74 addressed amongst others to Shri R P Bhatnagar, Asst Labour Commissioner (Central), Calcutta alleging that the arbitration agreement dated 18-5-74 was illegal, vitiated and inoperative in the eye of law and confers no jurisdiction on Shri R P Bhatnagar to act as an arbitrator. The letter was examined by me and the allegations were found to be baseless. The Govt of India in the Ministry of Labour through their order No L-42025/8/74/LR III dated 10-6-74 published the arbitration agreement dated 18-5-74 which further confirmed that the allegations of the Food Corporation of India Workers' Union were without any substance. As regards allegations about membership the employer has shown the number of workmen employed in the undertaking as 166. Out of these it is found that 118 had boycotted their pay and availed staggering weekly off upto March, 1974. As Calcutta Dock Workers' Union demanded staggering weekly off, therefore, the workmen who resorted to pay boycott and availed staggering weekly off could be safely presumed to be members of that union. Thus, the majority of the workers concerned under District Manager (Docks) are the members of Calcutta Dock Workers' Union. The argument of the FCI Workers' Union that they are in majority does not hold good so far as Bastaban and their Tindals are concerned.

#### DISPUTE

3 The workmen concerned numbering 166 were departmentalised from 15-1-70. They are getting 21 days minimum guaranteed and four weekly offs, attendance allowance for the remaining days and other benefits. Their conditions of service are on the same lines as for the workmen under the Calcutta Dock Labour Board. Through a circular dated 3-10-70 of the Zonal Manager (East), the Food Corporation of India, Calcutta these workmen concerned were allowed weekly off days subject to the condition that they put in attendance for six days in a week and that the weekly off day could be any day according to the roster of work and not on Sundays only.

This practice continued upto 1973. The District Manager (Docks) through his office orders dated 19-5-73 changed this practise of rostered weekly off for Bastaband workers at the dock to Sunday only with effect from 21-5-73. It was resented to by the workers. Hence this order was cancelled by him through a circular dated 7-6-73 and thus the practice of staggering weekly off was resumed with effect from 11-6-73. For the period between 21-5-73 to 11-6-73 the workers who did not avail the weekly off on Sundays and remained absent on week days which were their due dates for weekly off were treated as on weekly off on those days and payment was also made accordingly. Again the District Manager (Docks) through his notice dated July 13, 1973 changed weekly off for Bastaband labourers from staggered weekly off to Sundays with effect from 16-7-73. The workmen concerned agitated against this change. The management thereupon maintained status-quo till final instructions were received from their Delhi Head Office in the matter. The workers (members of Calcutta Dock Workers' Union) boycott their pay and availed staggering weekly off. They also resorted to relay hunger strike at the District Manager's (Docks) office. Finally the parties agreed to refer the issue of staggering weekly off to arbitration.

4. The union submitted copies of circulars and letters (Ext. 'A' to 'O') along with their written statement. They were admitted by the representative of the management. In its written statement the union inter-alia pointed out that the management should have given a notice for change in service conditions U/S. 9A of the I.D. Act if they intended to introduce uniform weekly off on Sundays. In all other parts of India the departmentalised workers were enjoying weekly offs on staggered basis. Introduction of Sunday as weekly off in Calcutta Port means a loss of Rs. 32.48 paise per month for each Bastaband worker. Even in Silo Plant in Calcutta staggering weekly off was allowed. Shri Md. Habib, Bastaband Tindal and Shri Ram Swarup Sahani appeared as witnesses from the workmen side. Shri Md. Habib, Bastaband tindal stated that he started working since 1955 first under M/s. R. Sen and then under Regional Director of Food and then under the Management Committee formed by the workers and accepted by the Food Corporation of India Workers' Union. Since April, 1961 the weekly off was allowed on staggered basis. The F.C.I. after departmentalisation from 15-1-71 also continued the staggered weekly off. But from 1-7-73 it was changed to fixed weekly off on Sundays for all Bastaband workers and their Tindals. The Calcutta Dock Workers Union was not consulted in this change. The workers demonstrated before the Zonal Office and District Manager's office against this change. The District Manager (Docks) issued a notice in June, 1973 to the effect that fixed weekly off was discontinued and henceforth staggering weekly off will be allowed. Again without notice the management converted the weekly off from July, 1973. The workers earned less wages by fixed weekly off on Sundays because in staggered weekly off most of the workmen concerned get double bookings while in fixed weekly off only a few workers get double bookings. During cross-examination he stated that by fixed weekly off on Sunday hardly 10 to 12 workers get double bookings while in staggered weekly off all the workers get it. Shri Ram Swarup Sahani deposed that he was getting weekly off under the Management Committee since 1970 on staggered basis. After departmentalisation the same weekly off continued till June, 1973 when it was changed to fixed weekly off on Sunday by the management of F.C.I. Against this the workers resorted to pay boycott, weekly Sunday boycott and relay hunger strike. By staggered weekly off they earned more wages. Therefore the workers want staggered weekly off. He was not cross-examined by the employers representative.

5. On behalf of the management of Food Corporation of India, Calcutta it has been admitted that the workmen availed of staggered weekly off upto 20-5-73. From 21-5-73 uniform weekly off on Sunday was introduced by the District Manager (Docks). This change was brought about because a decision was taken by the management before the Food Commissioner, West Bengal at the request of Food Corporation of India Workers' Union for a uniform weekly off. The reason was that the depots under Regional Manager

were already enjoying fixed weekly off on Sundays, hence it was considered that the depots under Joint Manager (Port Operation) should also observe Sunday as weekly off. The Calcutta Dock Workers Union staged demonstrations and demanded restoration of staggered weekly off. The management, therefore, cancelled the District Manager's (Docks) order dated 19-5-73 and enforced staggered weekly off from 11-6-73. Thereafter in a meeting with F.C.I. Workers' Union the management decided to maintain status-quo as it was prevailing between 21-5-73 to 11-6-73 and also to refer the issue to their Head Office and await the decision. Thus, Sunday continued to be observed as weekly off temporarily even after 11-6-73. The Calcutta Dock Workers' Union again objected to this change of the existing order without notice and demanded restoration of the previous order of the District Manager (Docks) issued on 21-5-73. This union also submitted a charter of demands dated 10-8-73 threatening strike from 1-9-73. One of the demands was restoration of staggered weekly off. The workers who were members of Calcutta Dock Workers' Union availed of weekly off on staggered basis unilaterally. It was not known whether they used to attend on Sundays as the same were closed days. Since these workers were considered absent on the date they were supposed to work the wages were accordingly deducted. The workers refused to accept the wages and resorted to pay boycott. The relay hunger strike was also started in batches from 30-10-73. The F.C.I. Head Office at Delhi intimated their decision to the Regional Office at Calcutta and instructed that the weekly off on staggered basis be restored in Dock area. The F.C.I. Workers' Union resented it and raised a dispute that since Sunday was being observed as weekly off in all the constituents of the F.C.I., Calcutta the Dock should not be made an exception. The management produced Shri N. R. Ghosh as Assistant in F.C.I. Calcutta as their witness. He deposed that a letter dated 5-2-74 was written to the Regional Labour Commissioner (Central), Calcutta wherein details of expenditure incurred on payment of overtime to departmentalised Bastaband workers for a week prior to enforcement of uniform weekly off on Sunday and for a week after that i.e. from 9-7-73 to 15-7-73 and 16-7-73 to 22-7-73 respectively were mentioned. According to that letter the number of hours of overtime worked by Bastaband workers from 9-7-73 to 15-7-73 was Nil while from 16-7-73 to 22-7-73 was 64 hours to 8 hours each. In cross-examination Shri N. R. Ghosh admitted that the workmen concerned were departmentalised from 15-1-71 and were enjoying staggered weekly off from the same date. This was changed but from what date was not in his memoir. In Silo Plant the weekly off observed was on staggered basis. So was the case in other Ports.

## AWARD

6. Besides, the two issues referred to in the arbitration agreement another subsidiary issue raised by the Calcutta Dock Workers' Union is whether the management was required to serve notice under section 9A of the I.D. Act for introducing a change in weekly off. Section 9A of the I.D. Act, 1947 is applicable only when any change in the condition of service applicable to any workmen in respect of any matter specified in the fourth schedule is intended to be introduced by an employer. In the instant case, it is found that weekly off does not find place in the fourth schedule. This has lost now importance as this issue is already agreed to be referred to the arbitrator.

## Issue No. 1.

7. It is admitted by the parties and their witnesses that from the very beginning after their departmentalisation the Bastaband workers were enjoying staggered weekly off. It is also admitted that weekly off is on staggered basis in Silo Plant, Calcutta and in other Ports for this category of workers. From the written statement submitted on behalf of the F.C.I. it appears that the District Manager (Docks) had given notice dated 19-5-73 for a change from staggered weekly off to a fixed Sunday weekly off without any authority. It is also admitted by the parties that for the period from 21-5-73 to 11-6-73 when the members of the Calcutta Dock Workers Union availed themselves of staggered weekly off full wages were paid by the management. The workmen argued that under a staggered weekly off they earned more wages. The managements' contention is that for a uniform weekly off on

Sunday they have to spend more on overtime. Besides the above factors the working in the dock is such where uniform weekly off is not advantageous. Good ships have to be discharged even on Sundays and work is to be done by Bastaband workers even on Sundays. So if Sunday is made uniform weekly off for all, either there will be no work or overtime wages will have to be paid. Considering all these factors, I am of the view that uniform weekly off on Sunday is not suitable for Bastaband workers and their families as compared to the staggered weekly off. I, therefore, award that the weekly off on staggered basis from July, 1973 is justified and the same should be introduced with immediate effect. The issue No. 1 is decided accordingly.

#### Issue No. 2

8. As regards the second issue which relates to payment of full wages from July, 1973 it is claimed by the union that the management has paid full wages to the workmen concerned for the period from 21-5-73 to 11-6-73 when Sunday weekly off was observed uniformly and the members of Calcutta Dock Workers' Union availed themselves of weekly off day on staggered basis. Thus, they were not on duty on two days in a week i.e. the uniform weekly off day on Sunday and the staggered weekly off days for which they were marked absent. The management in their circular dated 7-3-73 have admitted payment of full wages from 21-5-73 to 11-6-73, but their representative argued that the union's action in not observing status quo and by pay boycott and by not attending on week days has made the workmen non entitled to wages for absence on week days. And, since they flouted the management's instructions they did not deserve full wages for that period. The general principle is 'no work no pay' but the same principle cannot be made applicable here in view of the fact that the management's action in changing staggered weekly off to uniform Sunday weekly off was not justified. At the same time the workmen concerned are also at fault who did not follow the management's instructions and did not perform work on week days besides Sundays i.e. on 2 days in a week although they could have worked till the dispute was resolved. The management had made earlier full payment of wages to the workmen concerned and have now offered in their rejoinder to adjust absence on week days by their earned leave or leave to be earned in future. I also feel that it would be hard for the workmen if they are deprived of wages for two days. Prior to this dispute the workmen were entitled to 21 days minimum guaranteed wage, 4 days roster off days wages and 5 days attendance allowance. I do not consider that full payment of wages is justified in this case. Considering the facts and circumstances of the case I award that the workmen should be paid attendance allowance for the week days when they failed to perform duty and availed themselves of weekly off day from 16-7-73 to the date the management revert to staggered weekly off day. For other than week days the workmen should be paid their normal wages. The issue is decided accordingly.

R. P. BHATNAGAR, Arbitrator

[No. I 42025/8/74/IR/III]

P. R. NAYAR, Dy. Secy

New Delhi, the 10th July, 1974

**S.O. 1820.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Hyderabad, in a petition filed under Section 33A of the Act by Shri Seggam John, Coal filler, Belampalli Division, Post Office Belampalli against the Management of Singareni Collieries Company Limited, Belampalli Division Post Office Belampalli (Andhra Pradesh) and their workmen which was received by the Central Government on the 27th June, 1974.

#### BFFORF THI INDUSTRIAL TRIBUNAL (CENTRAL) AT HYDERABAD

#### PRESENT

Sri T. Narsing Rao, M. A., I.L.B., Industrial Tribunal,  
Hyderabad

Miscellaneous Petition No. 125 of 1972

#### IN

Industrial Dispute No. 30 of 1967

#### BETWEEN

Seggam John, Coal Filler, G. No. 8B, Morgans Pit,  
C/o Singareni Collieries Workers' Union, Belampalli—Petitioner

#### AND

The Management, Singareni Collieries Company Limited  
Belampalli Agent, Belampalli Division—Respondent

#### APPEARANCES

Shri S. Gangaram, Vice President, S. C. Workers' Union,  
Belampalli, for Petitioner

Sri M. Shyam Mohan, Personnel Officer, S. C. Co., Ltd.,  
Belampalli, for Respondent

#### AWARD

In this complaint under Section 33A of the Industrial Disputes Act, 1947 the Petitioner-complainant seeks to have the dismissal order set aside and seeks his reinstatement with back wages and attendant benefits.

2. The allegation of the complaint petition briefly are these. The Respondent is said to have contravened the provision of Section 33 of the ID Act in dismissing the Petitioner from the services of the Company with effect from 28th October, 1972. It is alleged that on 16-5-1972 the Respondent served a charge-sheet on the Petitioner for a misconduct under Standing Order 16(19) alleging that the Petitioner stopped the Fillers of other gangs from going down the mine in the second shift till 4.50 p.m., and that as a result of it the progress of the work was affected. To this charge sheet the Petitioner is said to have given his explanation. It is alleged that on 16-5-1972 the Petitioner was served with an enquiry letter by the Management with regard to some other charge. The Fillers of the gangs having come to know of this letter stayed away from going down the Mine in order to question about the justifiability of such enquiry letters from the Manager. He thus denied to have stopped the Fillers from going down the Mine. The Management however is said to have gone with the formality of a domestic enquiry. It is alleged that the enquiry that followed was not a fair one and that the Petitioner was not given full opportunity to produce his witness to defend himself and that the said enquiry was in violation of the principles of natural justice. The enquiry is thus characterised to be perverse and the report of the Enquiry Officer is said to be vitiated.

The further contention was that the Management was actuated by a desire to victimise the Petitioner for his trade union activities and therefore alleged a false misconduct with a view to dismiss him from the service. It is further alleged that the evidence let in before the domestic enquiry does not establish the alleged misconduct on the part of the Petitioner. The requirements of the proviso to Section 33(2)(b) of the I.D. Act are also said to be not complied with by the Management. He thus prayed for his reinstatement.

3. The Management in its counter denied having contravened the provision of Section 33. It is reiterated that the Petitioner-workman stopped the other Fillers from going down the Mine. The enquiry conducted by the Management is said to be valid and in conformity with the principles of natural justice. It is denied that the charge sheet was served upon the Respondent out of any vindictive attitude or on account of any grudge against the Respondent. The further allegation is that the evidence let in before the domestic enquiry established the misconduct of the Petitioner and therefore he was validly dismissed from the service of the Company. It is also alleged that one month's notice pay was offered to the Petitioner and that an application is made to the Tribunal for according approval of the action of the Management in dismissing the Petitioner.

4. It is relevant to notice that the Management-Respondent filed Miscellaneous Petition No. 122 of 1972 under Section 33(2)(b) of the I.D. Act seeking approval of the Tribunal for the dismissal of this workmen. That petition was filed on 30th October, 1972, whereas this complaint is filed on 15th November, 1972. Since it is the contravention of Section 33 of the I.D. Act by the employer that gives jurisdiction to entertain a complaint under Section 33A of the I.D. Act by the Tribunal, enquiry was held in the first instance in M.P. No. 122 of 1972. In that petition the workman raised the same contentions attacking the validity of the domestic enquiry or fairness of it and also the non-compliance of the requirements of proviso to Section 33(2)(b) of the I.D. Act. In the first instance, the Management invited a finding as to the validity of the domestic enquiry. Since the report of the Enquiry Officer proceeded to take into account the former statements of a few witnesses, the copies of which were not served to the workman, the domestic enquiry was held to be bad. In view of that finding, the Management proposed to lead fresh evidence in support of the alleged misconduct. The Respondent-workman therein was given opportunity to lead rebuttal evidence. On a consideration of the entire material, it was held by an order in M.P. No. 122 of 1972 that the action of the Management in dismissing the Respondent-Workman merits approval. In the course of that order it was also considered whether the charge levelled against the workman was the outcome of any *malafides* and whether the requirements of the proviso to Section 33(2)(b) of the I.D. Act were complied with by the Management. These questions were answered in favour of the Management and approval was finally accorded for the dismissal of the workman, with the result that it cannot now be said that there is any contravention of Section 33 by the Management. Since there is no contravention by the Management of the provisions of Section 33, this complaint under Section 33A is not at all

maintainable. The complaint fails and is therefore dismissed.

Award passed accordingly.

17-6-74.

T. NARSING RAO, Industrial Tribunal

[No. 7/21/67-LRII.]

S. C GUPTA, Officer on Special Duty (LR)

पूति और पुनर्वास मन्त्रालय

(पुनर्वास विभाग)

नई दिल्ली, 6 जून, 1974

कां.सां. 1821-विस्थापित व्यक्ति (प्रतिष्ठित तथा पुनर्वास) अधिनियम 1954 की धारा 34 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए तथा भारत सरकार के तत्कालीन श्रम और पुनर्वास मन्त्रालय (पुनर्वास विभाग) की अधिसूचना संख्या 2(8) विशेष सेल 69-एस० एस०-11 दिनांक 1/8-5-73 का अतिरिक्त करने हुए मैं, न० वे० सुन्दर रामन, मुख्य बन्दोबस्त आयुक्त इसके द्वारा राजस्व तथा वन विभाग की अधिसूचना संख्या एस० एस० 1073/10155-आर्डी० (सी०) (1) दिनांक 15 अप्रैल, 1971 के अन्तर्गत महाराष्ट्र सरकार द्वारा नियुक्त उप-मुख्य बन्दोबस्त आयुक्त को उक्त अधिनियम के अन्तर्गत मेरे द्वारा प्रयोग की जाने वाली शक्तियों का इस शर्त पर सौंपना है कि उक्त उप-मुख्य बन्दोबस्त आयुक्त सौंपी गई उक्त शक्तियों का अधीन 1 अगस्त, 1971 से पहले न निपटाई गई भूमियों तथा सम्पत्तियों को छोड़कर महाराष्ट्र राज्य में मुआवजा भण्डार की भूमियों तथा सम्पत्तियों के निपटान के लिए कोई कदम नहीं उठाएंगे।

[सं० 2(8) विशेष सेल/69-एस० एस०-4]

न० वे० सुन्दर रामन, मुख्य बन्दोबस्त आयुक्त

MINISTRY OF SUPPLY & REHABILITATION

(Department of Rehabilitation)

New Delhi, the 6th June, 1974

**S.O. 1821.**—In exercise of the powers conferred by sub-section (2) of section 34 of the Displaced Persons (Compensation & Rehabilitation) Act, 1954 and in supersession of the Notification of the Government of India in the late Ministry of Labour & Rehabilitation (Department of Rehabilitation) No. 2(8)/Spl. Cell/69-SS II dated 1/8-5-1973, I, N. V. Sundara Raman, Chief Settlement Commissioner hereby delegate to the Deputy Chief Settlement Commissioner appointed by the Government of Maharashtra under Revenue and Forests Department Notification No. HS. 1073/10155-11(C)(1) dated the 15th April, 1974, the powers exercisable by me under the said Act, subject to the condition that the said Deputy Chief Settlement Commissioner shall not under the aforesaid delegated powers take any steps for the disposal of lands and properties of the Compensation Pool within the State of Maharashtra except those that were not disposed of before the 1st August, 1971.

[No. 2(8)/Spl. Cell/69-SS.IV]

N. V. SUNDARARAMAN, Chief Settlement Commissioner

## MINISTRY OF LABOUR

New Delhi, the 19th June, 1974

**S.O. 1822.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947) the Central Government hereby publishes the following award of the National Industrial Tribunal, Jabalpur, in the industrial dispute between the employers in relation to the Life Insurance Corporation of India, Bombay and their workmen, which was received by the Central Government on the 15th June, 1974.

**NATIONAL INDUSTRIAL TRIBUNAL, JABALPUR**  
M. P.

Reference No. NIT-1 of 1973

**Present :**

MR. JUSTICE SHIVA NATH KATJU, Presiding Officer.

**Parties**

The management of the Life Insurance Corporation of India, Bombay and their workmen as represented by:—

1. All India Insurance Employees' Association, 24, Chittaranjan Avenue, Calcutta-12.
2. All India National Life Insurance Employees' Federation, 11 H, Connaught Circus, New Delhi.
3. All India Life Insurance Employees' Association, Andhra Insurance Building, 12, Chowringhee Square, Calcutta-1.
4. Life Insurance Corporation Higher Grade Assistants' Association, 'Sulatha', T. C. 3/1321, East Patom, Trivandrum-695004.
5. All India Life Insurance Corporation Employees' Federation, Bombay Mutual Building, Second Floor, Gunbow Street, Fort, Bombay-400001.
6. National Organisation of Insurance Workers, 9-B, Cawasji Patel Street, Fort, Bombay-1.
7. All India National Life Insurance Employees' Federation, C/o Indian National Trade Union Congress, 27, Military Square, Bombay-1(BR).
8. All India Insurance Employees Coordination Committee, Bombay Mutual Building, Second Floor, Gunbow Street, Fort, Bombay-1.
9. The Life Insurance Corporation of India, Senior Employees' Convention, C/o B.V.R. Mallya, D.O. Udipi (South Kanara District).
10. All India L.I.C. Supervisory Staff Association, 'Shanta Bhaan', 10 St. Xavier's School Street, Vile Parle West, Bombay-56.
11. All India Technically Qualified L.I.C. Employees' Association 12-2-826/A/38, Mchadipatnam, Hyderabad-500028A. P.
12. L.I.C. Promotion Test Qualified Employees' Forum, Headquarters, Ahmedabad (C/o Shri B. C. Shah, 1579, Shri Ramjini Sheri, Khadia, Ahmedabad-380001)

13. L.I.C. Aggrieved Law Graduates' Circle, 5, Jalaram Park, Bhairavnath Road, Ahmedabad-22.

**APPEARANCES****For the Management :**

1. Life Insurance Corporation of India, Bombay. S/Shri N.V. Phadke, Advocate, R.V. Bapat, A.W. Dhatwadkar, K.S. Raghvan & Others.

**For the Workmen :**

1. All India Insurance Employees' Association, Calcutta. S/Shri M.K. Rammurthi, Senior Advocate, C.N. Murthi, Advocate, S.N. Bhowmik, Saroj Chaudhuri & Others.
2. All India National Life Insurance Employees' Federation. S/Shri K.N. Bhat, Advocate, N. Chakravorty Ajit Chakravorty, T.N. Krishnan & Others.
3. All India Life Insurance Employees' Association. S/Shri U.D. Balvally, R.A. Menezes, S.K. Thanawala, G.R. Kurtarkar, C. Pimenta, R.D.D. D' Souza.
4. Life Insurance Corporation Higher Grade Assistants Association. S/Shri D.L. Sengupta, M.P., B.R. Subarniam, L.N. Trikha, R.M. Solanki, A. S. Bhat, A.K. Sunderam & Others.
5. All India Life Insurance Corporation Employees' Federation. S/Shri Madan Mohan Advocate, R.J. Ghurye, P.P. Patil, Prafulla Chakravorty and Others.
6. National Organisation of Insurance Workers. S/Shri M.L. Basu, Advocate S. Bhavanarayana, B.S. Dogra, M.S. Moghe & Others.
7. L.I.C. Senior Employees Convention. S/Shri Peter D'Cunha Advocate, A.M. Coelho, K.K. Rao & Others.
8. All India L.I.C. Supervisory Staff Association. S/Shri D.H. Buch, Advocate, Naunit Lal, Advocate, Sudhansu Mukerjee, P.M. Hatkar, D.Y. Shitutu & Others.
9. All India Technically Qualified L.I.C. Employees' Association. S/Shri V. Jagannatha Rao, Advocate, K.V. Appa Rao, A. Siraramamurthy, S.C. Malik & Others.
10. L.I.C. Promotion Test Qualified Employees Forum. S/Shri J.L. Shah, Advocate, B.C. Shah, K.L. Grover, S.M. Trivedi & Others.
11. L.I.C. Aggrieved Law Graduates Circle. S/Shri S.C. Panchamiya A.N. Mehta & Vimal Dave, Advocate.
12. All India Insurance Employees Coordination Committee. None



## AWARD

The Central Government by its Notification dated 31st March, 1973 constituted a National Industrial Tribunal with me as its Presiding Officer and it referred a dispute between the Life Insurance Corporation of India (hereinafter called the Corporation) and its workmen to this Tribunal.

Earlier, the Central Government had constituted a National Industrial Tribunal at New Delhi with Shri D. S. Dave as its Presiding Officer. The dispute before the aforesaid National Industrial Tribunal related to the demands made on behalf of the class III and Class IV employees of the Corporation under several heads. Subsequently, by an order dated 22nd August, 1969 the Central Government acting in the exercise of the powers conferred on it by Section 7B and sub-section (1A) of Section 10 of the Industrial dispute Act made another reference covering some more items of dispute between the Corporation and its workmen. Item No. 7 of the terms of the aforesaid reference related to "Rules regarding promotion". The aforesaid reference was registered separately as Reference No. NIT-2 of 1969, the earlier reference having been numbered as NIT-1 of 1969. The parties to the first reference made an application dated 20th June, 1970 to the Tribunal stating that they had come to an amicable settlement in respect of all the items of the aforesaid reference and the matters incidental thereto. It was prayed that the Tribunal "may be pleased to make an Award in terms of the said settlement as so annexed". Subsequently, on 20th June, 1970 the parties in reference No. NIT-2 of 1969 made another joint application stating that they had come to an amicable settlement "in respect of all the items of the reference and the matters incidental thereto" and prayed that the Tribunal "may be pleased to make an Award in terms of the said Settlement as so annexed". With regard to the aforesaid Item No. 7 of the reference the parties in their memorandum of settlement stated:—

"The workmen withdraw this items from this reference. The Management agrees to hold discussions before 31st December 1970 with the representatives of the four parties representing the workmen in this reference for a review of the existing rules."

It was further stated:—

"Period of Settlement-1st April, 1969 to 31st March, 1973, both days inclusive.

All the demands raised by the workmen before the Hon'ble National Industrial Tribunal which constitute the subject-matter of the reference are hereby fully and completely settled and disposed of."

The parties to the aforesaid two Settlements in Reference Nos. NIT-1 of 1969 and NIT-2 of 1969 were:—

- (1) The Life Insurance Corporation of India,
- (2) All India Insurance Employees Association.
- (3) All India National Life Insurance Employees Federation;
- (4) All India Life Insurance Employees Association; and

## (5) L.I.C. Higher Grade Assistants' Association.

The Tribunal by its award dated 13th July, 1970 allowed the aforesaid two applications praying for awards in terms of the aforesaid settlements and observed:—

"that the settlements filed with them be recorded. I further give composite consent-award in both the references in terms of the two settlements which have already been reproduced above and which need not be repeated. . .

This award would not be binding on Stenographers including those who are in the scale of Higher Grade Assistants as they are excluded from its operation according to the order of the learned Judge of the Delhi Court dated the 26th June, 1970 and 2nd July, 1970."

There was a settlement dated 15th October, 1971 between the Corporation and the All India Insurance Employees Association, All India National Life Insurance Employees Federation, and the All India Life Insurance Employees Association with regard to the "Promotion Procedure applicable to Class III and Class IV employees of the Corporation." Thereafter, the Life Insurance Corporation Higher Grade Assistants Association filed writ petitions nos. 825 and 826 of 1972 in the High Court of Madras praying for the issue of writs of Mandamus directing the aforesaid National Industrial Tribunal New Delhi to "hear and determine the Industrial disputes in relation to the said items No. 7". The learned Single Judge of the Madras High Court by his order dated 30-11-1972 directed that:—

"For all the reasons as above in W.P. No. 826 of 1972 a writ of Mandamus shall issue directing the 6th respondent to hear and determine the dispute regarding item no. 7 of the reference in N.I.T. No. 2 of 1969 relating to the rules of promotion after notice to all parties concerned and pass an award thereon in accordance with law. It, therefore follows that writ as prayed for in W.P. No. 825 of 1972 should also issue. Both the writ petitions are allowed. There will be no order as to costs."

Three petitions (O. P. Nos. 463/72, 6103/71 and 6180/71) were also presented before the Kerala High Court by "the Higher Grade Assistants in the Divisional Office at Trivandrum of the Life Insurance Corporation of India"; and certain Assistants and Stenographers employed in the service of the Corporation. The complaint in the said petitions was about "the change of service conditions effected by the Corporation which, according to the petitioners, has effected them prejudicially and particularly their chances of promotion to the higher cadre."

The operative part of the judgment of the Kerala High Court runs thus:—

"The result is that the petitions have to be allowed and Exts P 5 and P 6 in O.P. No. 463 of 1972 have to be held to be unenforceable in so far as they concerned the transitional arrangement made with regard to the Superintendents as well as Section Heads. The preference given to them over the Higher Grade Assistants and Assistants respec-

tively have to be held to be discriminatory and violative of Article 16 of the Constitution. The Life Insurance Corporation of India directed to work out the rights of the petitioners in these petitions in the light of what I have stated here as to the enforceability of Exts P-5 and P-6. In the circumstances of the case, I direct parties to suffer costs in all the three petitions."

It is sufficient here to mention that appeals were preferred from the orders of the learned single Judge of the Madras High Court to a Division Bench of that High Court which were dismissed. Thereafter special appeals were filed before the Supreme Court of India which were also dismissed. The matter was also raised before the Andhra Pradesh High Court. The effect of the aforesaid decisions will be considered later by me. It is sufficient at this stage to mention that since the earlier National Industrial Tribunal, New Delhi had ceased to exist the Central Government had to constitute another National Industrial Tribunal and thus the dispute with regard to the said item No 7 has come to me.

Shortly before the present reference by the Central Government to this Tribunal the Corporation and the All India Insurance Employees' Association, All India National Life Insurance Employees' Federation and the All India Life Insurance Employees' Association entered into another settlement with regard to the present dispute before me on 15th February, 1973.

Before I proceed further it is necessary to mention the terms of the aforesaid two settlements of 15th October, 1971 and 15th February, 1973.

The preamble of the settlement of 1971 gives a short recital of the case and refers to the Award of the National Industrial Tribunal, New Delhi dated 22nd July, 1970. It says that the item which related to the "Rules regarding Promotion" was withdrawn from the reference "on the assurance that the management would agree to hold discussions with the representatives of the parties representing workman in the adjudication for a review of the existing rules.

Accordingly, discussions were held between the management and the representatives of the four Associations for a review of the existing rules. In the light of these discussions, it is hereby agreed by and between the parties hereto as follows:—"Hereafter the memorandum of settlement which is attached as Annexure I to this Award lays down the promotion procedure applicable to Class III and Class IV employees of the Corporation. Some of the important provisions of the settlement of 1971 are with regard to the so called upgradation of Section Heads and Superintendents. A new category of Special Assistants is created in which the Higher Grade Assistants are put and in which the Section Heads are upgraded. Further all Superintendents are upgraded as Assistant Administrative Officers.

The settlement of 1973 says:—

"3. All India Life Insurance Employees' Association representing workmen in the Corporation had entered into a settlement on promotion procedure applicable to Class III and Class IV employees on the 15th October 1971 under Section 18(1) of the Industrial Disputes Act, 1947;

And whereas a Notice under Section 9A of the said Act had been given to the workmen of the Corporation of its intention to alter the rules regarding promotion procedure in pursuance of the said settlement;

And whereas the High Court, Kerala, has on a writ petition held the transitional arrangements in the settlement providing for upgradation of Section Heads and Superintendents to the respective higher grades to be violative of Article 16 of the Constitution of India;

And whereas the High Court, Madras, has held the settlement to be unenforceable for various reasons and, therefore, has directed (i) that the Corporation should not enforce the said settlement and the

administrative instructions issued in pursuance thereof and (ii) that the National Industrial Tribunal should hear the issue in the matter of rules regarding promotion and make an award;

And whereas as a result of the litigation and the decisions of the aforesaid High Courts, the Corporation has not given effect to promotions to fill the existing vacancies;

Now, therefore, in the interests of the smooth running of the administration of the Corporation and in the interests of the workmen of the IIC and with a view not to delaying promotions to the eligible employees, it has been agreed to by and between the Corporation and the parties hereto representing an overwhelming majority of the workmen to enter into a fresh agreement for being presented to the National Industrial Tribunal to which a reference may be made for an award in terms of this agreement, and subject to such an award being made."

Thereafter the terms of the agreement of 1973 are set out which are more or less similar to the 1971 settlement, with the broad exception that the provisions in the settlement of 1971 with regard to the creation of the cadre of Special Assistants, upgrading of Section Heads and Superintendents, and the provisions with regard to the transitional arrangements are deleted. Provision is, however, made "for promotion to the cadre of Higher Grade Assistants" which are as follows.—

#### Conditions of Eligibility—

##### I. Technical

Employees in the Assistants/Section Heads' grade who have qualified in any of the following examinations:—

- (i) A.C.I.I.
- (ii) A.F.I.I.
- (iii) Intermediate Examination of the Institute of Chartered Accountants.
- (iv) Two subjects of the Examination of the Institute of Actuaries.
- (v) LL.M. Or LL. B. Second Class
- (vi) Ph. D.
- (vii) B. Com. Second Class or M. Com.
- (viii) University Diploma in Business Management.
- (ix) Final Examination of the Institute of Cost & Works Accountants of India.
- (x) Diploma of Indian Life Offices Association.

NOTE (i) Chairman may, at his discretion, specify any equivalent or other examinations or qualifications, which have relevance to the work of the Corporation for the purpose of eligibility under this group.

(ii) Candidates who do not satisfy the qualifications laid down above under the head 'Technical' shall be regarded as falling under 'Non-Technical' group.

##### II. Non-technical

- (a) Section Heads.
- (b) Assistants with 5 years' service as Assistants.
- (c) Telephone Operators/Punch Card Operators/Adrema Operators, Typists, Stenographers and Comptists, who have passed departmental tests for promotion to the cadre of Section Heads, H.G As or Superintendents.

**Method of Selection :**

- (i) So far as the employees falling under Technical Group are concerned, preference will be given to candidates with Actuarial qualifications in the matter of selection to posts which require Actuarial knowledge. Other candidates in this group will compete for posts in other departments.
- (ii) 60 per cent of the posts will be reserved for 'Non-Technical' category and 40 per cent for 'Technical' category. If in any group the number of candidates eligible for selection under the rules is less than the number of vacancies in the group the remaining vacancies will be filled by selecting persons from the other group.
- (iii) Selection shall be made on the basis of seniority, qualifications and work record. There shall be no interview. However, employees with below average work record will not be considered for promotion. Selection shall not, however, be made from among all eligible candidates but separate panels for the two categories, viz., 'Technical' and 'Non-technical' will be drawn up strictly on the basis of seniority and qualifications, consisting of names of candidates equal to 3 times the number of vacancies and actual selection from the panel so prepared will be made by the Promotion Committee on the basis of the total marks gained by the eligible candidates on the aforesaid three counts, viz., seniority, qualifications and work record.

NOTE : Section Heads promoted to the cadre of Higher Grade Assistants under these rules shall not be counted against the regular vacancies in the Higher Grade Assistants cadre.

With regard to the rules for "Promotion to the cadre of Assistant Administrative Officers" after Note (2) under the "Method of Selection" as set out in the settlement of 1971 the following sub-rule (3) is added:—

"Superintendents promoted to the cadre of Assistant Administrative Officers under these rules shall not be counted against regular vacancies in the Assistant Administrative Officers' cadre".

For Clause J (ii) as set out in the settlement of 1971 the following clause (ii) is substituted in the settlement of 1973:—

"Typists/Adrema/Punch Card Operators shall be eligible to compete for promotion to the cadre of Higher Grade Assistants on the administrative side on qualifying the technical examinations prescribed for promotion to that cadre".

In the aforesaid provisions in the said clause the expression "Higher Grade Assistants" is used in place of "Special Assistants". Similarly in clause K, M & N of the settlement of 1973 the expression "Higher Grade Assistants or Section Heads" is used in place of the expression "Special Assistants" as mentioned in the settlement of 1971.

The provisions under the heading "General" in the concluding part of the agreement of 1971 are repeated in the settlement of 1973 after deleting the expression "Special Assistants" and substituting in its place the expression "Higher Grade Assistants". Similarly in the annexure to the settlement of 1973 the expression "Special Assistants" is deleted.

Simultaneously with the settlement of 15th February, 1973 the Managing Director of the Corporation sent a letter dated 15th February, 1973 to the General Secretary of the All India Life Insurance Employees' Association, Calcutta. It said:—

"This has reference to the agreed terms dated 15th February, 1973 in the matter of Promotion Procedure drawn up for presentation to the National Industrial Tribunal for a consent award. The Corporation and the three Associations had entered into a settlement dated 15-10-1971 on Promotion Procedure, providing inter alia, for upgradation by stages of the Section Heads and Superintendents to

their respective higher grades. Notwithstanding the aforesaid agreed terms if, as a result of the appeals pending before the Kerala High Court/the Madras High Court, the provisions relating to the said upgradation are held to be valid in law, the Corporation shall implement the said provisions in all the offices of the Corporation. However, if the implementation thereof is prohibited by the operation of law in any area, the said provisions will not be implemented in that area till such times as the legal restraint is removed.

2. In the alternative, as by the Settlement dated 15-10-1971 the Corporation stands committed to the elimination of the two scales of pay, viz., Section Heads and Superintendents and the progressive absorption of the existing Section Heads and Superintendents in the scales of pay of Higher Grade Assistants and Assistant Administrative Officers, it will seek to achieve this objective, in such manner as may be legally permissible, when the existing award dated 13th July, 1970 in the matter of scales of pay, etc., is replaced by a new settlement after the 31st March, 1973. If as a result of the next settlement between the Corporation and the Employees' Associations replacing the present award, the two scales viz., of Section Heads and Superintendents are eliminated, it will of course, be necessary to devise a method of fitting in of employees in these two scales of pay into the other scales of pay coming in force as a result of the settlement. Such fitting in will be done on such terms and conditions as are agreed to between the Corporation and the Employees' Associations keeping in view the terms and conditions of the settlement dated 15th October, 1971 and the provisions of law".

The Unions representing the employees of the Corporation which were initially parties to the reference and some of which were impleaded later by me at their request are:—

1. All India Insurance Employees' Association.
2. All India National Life Insurance Employees' Federation.
3. All India Life Insurance Employees Association.
4. Life Insurance Corporation Higher Grade Assistants' Association.
5. All India Life Insurance Corporation Employees' Federation
6. National Organisation of Insurance Workers.
7. Life Insurance Corporation Senior Employees' Convention.
8. All India LIC Supervisory Staff Association.
9. All India Technically Qualified LIC Employees' Association.
10. LIC Promotion Test Qualified Employees Forum.
11. LIC Aggrieved Law Graduates Circle.
12. All India Insurance Employees Coordination Committee.

The All India Technically Qualified LIC Employees Association (2) All India LIC Supervisory Staff Association (3) LIC Promotion Test Qualified Employees' Forum and (4) Life Insurance Corporation Aggrieved Law Graduates Circle, were not included in the list of parties in the order of reference made to me. They applied to me for being impleaded as parties to this reference. Admittedly their members are all employees of the Corporation. They have contended that they represent special interests of the employees concerned and it is necessary for a proper determination of the dispute before me that they should be impleaded and heard by this Tribunal. I thought it desirable that the aforesaid Unions should be represented before me and therefore I allowed their applications for being impleaded as parties to this reference.

The contentions of the Corporation and the different unions which are parties to the reference before me are as follows:—

#### LIC Higher Grade Assistants' Association.

It has contended that the Higher Grade Assistants numbering about 1800 are mostly members of the LIC Higher Grade Assistants Association which is a Trade Union registered under the Indian Trade Union Act, 1926 and it is the sole bargaining agent for the workmen coming under the head of "Higher Grade Assistants" and the rest also owe allegiance to this Union by far and large. The Higher Grade Assistant Employees possess high academic and technical qualifications in all the specialised field of Insurance industry and allied sectors. The qualifications and duties of the present incumbents are as follows:—

##### A. Qualifications:—

- (i) Doctorate Degrees.
- (ii) Posts Graduate degrees in Commerce Economics, Science, Sociology and other faculties.
- (iii) Graduates and Post Graduate degrees in Law.
- (iv) Cost Accountants.
- (v) Diploma in Business management, Journalism and Company Secretaryship.
- (vi) Diploma in Insurance viz., Fellowship and Associateship of the Chartered Insurance Institutes, London and Federation of Insurance Institutes, Bombay.
- (vii) Actuarial qualifications.
- (viii) Artists of renown.
- (ix) Engineering Graduates & Diploma holders in Engineering.

##### B. Duties:

The duties of Higher Grade Assistants are of a highly technical nature and important work is entrusted to them and it has been the practice in the Corporation that in the absence of a Higher Grade Assistant his work used to be done by an Assistant Administrative Officer. Under the rules of the Corporation from 1960 to 1966 the promotions were invariably automatic in all cases of Higher Grade Assistants who had passed the prescribed examinations. Putting the Higher Grade Assistants with Section Heads on the one hand and automatic promotion of all the Superintendents to the cadre of Assistant Administrative Officer/Assistant Branch Manager (Administration) on the other under the settlement of 1971 was violative of the existing rights of the Higher Grade Assistants and it sought to make unequals as equals.

It has contended that the automatic promotion of Superintendents as Assistant Administrative Officers has seriously prejudiced the promotional chances of the Higher Grade Assistants. The settlement of 1971 and presumably also of 1973 have been attacked on the ground that while considering the promotion of an employee from one category to another weightage for seniority of the employees in the existing cadre was ignored by the Corporation while in the case of upgradation of Section Heads and Superintendents cadre seniority alone was taken into account. The proposed panel system for interview for Assistant Administrative Officer's post has been challenged on the ground that it is prejudicial to the interests of the Higher Grade Assistants. The Association has contended that there is no reason to put the Superintendents at any higher level than the Higher Grade Assistants in view of their respective duties and qualifications and for bringing the Section Heads to the level of Higher Grade Assistants while designating the two cadres as that of Special Assistants. These steps are said to be highly prejudicial to the interests of the Higher Grade Assistants.

#### All India Technically Qualified LIC Employees Association:

The Association has challenged the Settlement of 1971 on the ground that it was confined only to the parties which had entered into the settlement and it cannot be extended

to those employees who are represented by their own Association and further that the settlement cannot be adopted as an award of this Tribunal in view of the directions of the Madras High Court. It has submitted that in case of promotions to posts requiring technical qualifications the main criteria should be qualifications while seniority should be a secondary consideration. Furthermore, according to it certain qualifications which are non-technical have been wrongly included in the list of technical qualifications in order to reduce the scope of promotions of the technically qualified employees. It has contended that this Tribunal should adjudicate on the scope of technical qualifications. It has challenged the panel system, the method of constituting panels and selection out of the panels by the Selection Committee as provided in the settlements of 1971 and 1973 and has further challenged the marking system on the ground that it is unscientific, inequitable, unjust and illegal. The Association has strenuously opposed the scheme of upgradation as envisaged in the settlement of 1971 and has contended that this Tribunal has no jurisdiction to give effect to it since it is illegal and it is violative of Articles 14 and 16 of the Constitution of India.

The All India LIC Employees Federation and the All India Insurance Employees Association have suggested certain modifications in the aforesaid Settlement even though they were signatories to the said Settlements. Such modifications relate to the questions of seniority, merit, marking system, panels and avenues of promotion. They have defended the system of upgradation by which all Section Heads have been automatically promoted to the cadre of Special Assistants in which the Higher Grade Assistants have also been brought, and all Superintendents have been automatically promoted as Assistant Administration Officers.

The L.I.C. Promotion Test Qualified Employees Forum has contended that the departmental promotion tests are in no way inferior to the technical qualifications and those employees who have passed the departmental promotion tests should not be put on a lower level than those who are technically qualified.

The L.I.C. Aggrieved Law Graduates' Circle has contended that the Law Graduates including LL.Ms. have not been given their due in the matters of promotion and their qualifications have been treated as lower to those of some of the technically qualified.

The L.I.C. Senior Employees Convention has stressed the rights of the senior employees. According to it undue weightage should not be given to merit and qualifications which may effect the rightful claims of the Senior employees of the Corporation.

The All India Insurance Employees Association has stood by the two settlements of 1971 and 1973 read with the letter of the Corporation dated 15-2-1973. According to it the Association is a representative body of the employees of the Corporation with a large membership which is now said to be 28,000. It claims to represent all the Section of employees in Classes III and IV and according to it the promotion rules as embodied in the two settlements and the commitment given to it by the Corporation are fair and just. It has contended that the scheme of upgradation is not hit by the provisions of the Constitution of India and in any case giving effect to it is not beyond the jurisdiction of this Tribunal. It has further contended that this Tribunal is bound to give effect to the settlements of 1971 and 1973 and has no jurisdiction to go beyond them.

The Corporation has filed replies to the written statements of the different contesting Unions. In its reply to the statement of claim of the LIC Higher Grade Assistants' Association the Corporation denied their claim that the Higher Grade Assistants are essentially technical personnel with the highest order of qualifications among the workers of the Corporation as alleged by them. According to it there are non-technical employees also in the Higher Grade Assistants cadre. It denied the Higher Grade Assistants' Association's claim to be the sole bargaining agent of the employees coming in the category of Higher Grade Assistants and further denied the claim that the Association represented more than 90 per cent of such workmen. It admitted the allegation that some of the functions of the Higher Grade

Assistants require higher skill as compared to those which are required to be performed by Assistants. But it denied that in the absence of Higher Grade Assistants the duties performed by them are handled by Assistant Administrative Officers. It contended that "they are usually handled either by Section Heads or by Superintendents and sometimes by seniors amongst the Assistants." The Corporation admitted that there are surplus Higher Grade Assistants in some of the offices of the Corporation and, therefore, it was not found possible for the Corporation to allow promotions to this cadre. It strenuously opposed the suggestion that promotion to the cadre of Assistant Administrative Officers should be made exclusively from the Higher Grade Assistants "even though Superintendents constitute a superior cadre which, in fact, is a promotional cadre for Higher Grade Assistants." According to the Corporation the Superintendents are entitled to higher priority as compared to Higher Grade Assistants in the matter of selection for promotion to the cadre of Assistant Administrative Officers. According to it, the Higher Grade Assistants cannot possibly have any grievance if they are pooled with Superintendents for the purpose of promotion to Assistant Administrative Officers' cadre. The Corporation denied that at any stage automatic promotions were allowed to any category of employees irrespective of vacancies. It contended that rules regarding promotion cannot constitute conditions of service within the meaning of Industrial Disputes Act and such rules cannot give rise to an industrial dispute. The Corporation took the stand that there was no justification whatsoever for promoting the Higher Grade Assistants en bloc as A.A.O's. or for upgrading their posts because they can look forward, in accordance with the rules in force along with other eligible employees, to such promotion and they cannot legitimately claim preferential treatment or right in the matter of promotion to the cadre of Assistant Administrative Officers. The Corporation denied the claim that "HGAs and Superintendents who are eligible and who cannot be immediately promoted due to lack of vacancies should be given Rs. 100/- per month by way of Special pay till such time that they are promoted." The Corporation contended that the issue of Special Pay is outside the scope and ambit of the reference before this Hon'ble Tribunal. It further contended that the recruitment to any cadre including the HGAs' cadre is a matter which is the exclusive function of the management and the Tribunal cannot entertain any demand for stoppage of recruitment to any cadre. Lastly, it contended that "the procedure for promotion of Higher Grade Assistants to higher cadres cannot be considered in isolation and that uniform principles would have to be laid down both as regards conditions of eligibility and criteria for selection in dealing with all the categories."

The Corporation in its reply to the statement of claim of the All India LIC Employees' Federation has contended inter alia that—

- (1) The rules regarding promotion cannot give rise to an industrial dispute and therefore the reference of this dispute to the Tribunal is illegal, incompetent and invalid.
- (2) In the alternative, promotions, to which the employees are entitled, and prescribing qualifications and rules therefor are functions within the exclusive purview and discretion of the management and it is not open to this Tribunal to adjudicate upon matters relating to promotions.
- (3) Even if the Tribunal takes the view that the rules of promotion fall within the ambit of its jurisdiction it can merely lay down broad principles "which will have to be taken into consideration by the management while framing the promotion rules, without going into the questions relating to conditions of eligibility and the method of selection."
- (4) The Tribunal should make its award in terms of the Settlement dated 15-2-1973 as was prayed for by the Corporation in its application to this Tribunal dated 14-5-1973.
- (5) In case the Tribunal decided finally to reject the Corporation's prayer for an award in terms of the said Settlement, the Corporation shall not be bound by any of the terms of the said settlement piecemeal.

- (6) The promotion procedure which was introduced in 1960 has stood the test of time and it has by and large given satisfaction to the employees in general and it need not be disturbed.
- (7) Under its Circular dated 14-2-1961 automatic promotions were not allowed to the post of Higher Grade Assistants.
- (8) The Corporation was not committed to promote an Assistant who passed any of the prescribed examination to the post of Higher Grade Assistants without any departmental test and/or interview but subject to work record.
- (9) Promotion of an employee can be allowed only in accordance with the rules in force subject to available vacancies.
- (10) The abolition of any category or cadre is outside the ambit and scope of the reference made to this Tribunal. The duties, responsibilities, financial powers etc., of the Superintendents and that of Assistant Administrative Officers are not the same.
- (11) The various suggestions of the Federation with regard to automatic promotion, eligibility conditions, procedure for interviewing candidates and reservation of vacancies for existing employees for promotion to the cadre of Assistants are rejected by the Corporation. It categorically rejected the proposals that employees should be considered eligible for promotion after completion of certain years of service in each cadre. It also rejected the suggestion that there should not be any direct recruitment to the cadre of Assistant Administrative Officers, Assistant Engineers and Assistant Architects and stressed the necessity for taking recourse to direct recruitment to the cadre of Assistant Administrative Officers.

The Corporation in its reply to the statement of claim of the LIC Promotion Test Qualified Employees' Forum, Ahmedabad has contended, inter alia, that no special treatment could be given to those employees who had passed the departmental tests and "there is no justification for allowing any weightage to departmental test nor is there any justification for treating departmental tests on par with technical examinations" and there is no question of equating technically qualified employees with those who have passed the departmental tests.

The Corporation in its reply to the statement of claim of the All India LIC Supervisory Staff Association has stated that the Section Heads stand on a lower footing than the Higher Grade Assistants and it cannot be said that Section Heads should have been given a higher scale of pay in preference to Higher Grade Assistants. It contained that no comparison can therefore be made between the duties and responsibilities assigned to these two cadres viz., Section Heads and Higher Grade Assistants when the post of Higher Grade Assistant is a promotional cadre for Section Heads.

The Corporation in its reply to the statement of claim of the All India Technically Qualified LIC Employees' Association has contended, inter alia, that the Association's prayer "that the procedure contained in the circulars dated 21st July, 1960, and 14th February, 1961, should be approved by this Hon'ble Tribunal" has no force because all these circulars have been repealed by the Chairman of the Corporation in exercise of the powers conferred on him by Regulation 4 of the (Staff) Regulations, 1960 by an order dated 8th April, 1972 and therefore the said circulars cannot be revived and enforced. It has further contended that the various proposals and suggestions of the Association are designed to provide undue and exclusive weightage to the technically qualified hands to the detriment of the interests of the other employees and no weight should be given to such proposals.

The Corporation in its reply to the statement of claim of the LIC Aggrieved Law Graduates Circle has opposed the demand of the Circle that Law Graduates should be treated as a technical group and they should be granted additional marks for qualifications and that special pay should be

granted to unpromoted law graduates and post graduates in law and that in the matter of promotions and other benefits they should be treated as on par with the Associates and Fellows of the Insurance Institutes. It has contended that there is no justification whatsoever in allowing weightage to law graduates beyond the weightage "to which they are entitled to hitherto". In any case, general qualifications cannot be equated with professional qualifications in insurance which is of a technical nature. It has further contended that there is no justification for equating law graduates and post graduates with Associates and Fellows of the Insurance Institute respectively for the purpose of promotion or in any other purpose and there was no reason why the law graduates should be given a special pay "for a mere possession of a degree". It has stressed that the provision in the Circular dated 21-7-1960 under which employees who acquire a degree in law over and above graduation were exempted from the written test "was not intended to be an immutable provision". The Circle cannot claim that the aforesaid exemption should be continued till they get promotion.

The Corporation has suggested "Principles which should necessarily govern the framing of promotion procedure" in an annexure to its reply to the statement of claim of the All India LIC Employees' Federation. It is an annexed to this Award as Annexure-2.

The parties have filed their rejoinders. At the first sitting of the Tribunal at Pachmarhi an application was moved by the Corporation praying that I should make my award in terms of the agreement, also called settlement, of 15-2-1973. After hearing the representative of the Corporation I expressed the view that I have to give my own award with regard to the dispute referred to me and I am not bound by the aforesaid settlement between the parties. My order dealing with the said application of the Corporation is reproduced in Annexure-3 of this Award.

After a number of preliminary sittings at Bombay and Delhi during which the parties filed their written statements, rejoinders and documents, there was discussion with regard to framing of the issues. Every party suggested some issues and after considerable discussions they were framed by me. Under the circumstances, some of the issues overlap to some extent, but they cover all the points in controversy in the case before me.

#### ISSUES

- (1) Whether the dispute relating to the rules regarding promotion is an industrial dispute within the meaning of the Industrial Disputes Act?
- (2) Whether the reference before the Tribunal is valid and competent?
- (3) Whether the Tribunal is competent to lay down general principles with regard to the promotion policy. What will be the binding nature of those principles and procedure on the Corporation?
- (4) What is the effect of the settlements dated 15-10-1971 and 15-2-1973. Whether they are binding wholly or in part on the Tribunal?
- (5) Whether the reference covers the demand relating to the fixation of cadre strength for promotional categories?
- (6) Whether there are any fixed principles for determining vacancies in Cat. III & IV. If not, what and whether it will be proper to fix the ratio between the promotional grades and entry grades and whether it is necessary to fix the cadre strength?
- (7) Whether the claim for abolition, upgradation or recruitments to any category or cadre falls within the ambit of the reference to the Tribunal?
- (8) Whether the reference covers the demand for stoppage of direct recruitment & of special pay in lieu of promotion?
- (9) What could or should be the eligibility conditions and criteria for selection and promotion to various categories?
- (10) What should be the cadre gradation for each of the categories i.e. whether it should be All India Zonal or Divisional?
- (11) Whether the provision for treating the cadre of Section Heads & Superintendents as closed cadres are beyond the scope of the reference, if not what should be the provisions in this regard?
- (12) Whether provisions for examination for promotions from Class IV to Class III are justified?
- (13) Whether the existing procedure & criteria of selection with regard to promotion to various categories are satisfactory or require modification. If so, what?
- (14) Whether there should be special rules of procedure with regard to particular classes of staff in Category III and IV who possess special qualifications?
- (15) Whether it is proper to bracket together those who handle machines with other employees in Class III who handle other jobs in matters involving promotion?
- (16) Whether the assistants in Class III could seek promotion in the grade of Higher Grade Assistants after passing some examination and similarly Higher Grade Assistants could be promoted to Class I. Whether in promotions in Class III & IV merit should be made the criteria and not seniority alone?
- (17) Whether the interests of those employees who have passed the departmental tests or prescribed Insurance Examinations conducted by the management have been sufficiently protected and whether even after the passing of such examinations the denial of the next upper grade on which they should be promoted is justified?
- (18) Whether there is any discrimination between those employees who have passed in the departmental tests and who have not been promoted and those employees who have passed examinations conducted by the outside agencies in the matter of promotion and increments?

The parties led oral evidence in the case and the witnesses were examined and cross-examined in the sittings of the Tribunal at Delhi and Bombay. The arguments in the case were heard at Delhi and at Allahabad.

It may be mentioned that before recording the oral evidence of the parties Mr. Phadke for the Corporation contended that the issues with regard to the jurisdiction of this Tribunal to entertain the dispute referred to it should be taken up as preliminary issues. This contention was challenged on behalf of the several contesting unions. After hearing the arguments and before I could give my findings on the said issues Mr. Phadke suggested that I should not give my findings on the said preliminary issues with regard to the jurisdiction of this Tribunal at that stage and, instead, deal with the said issue along with the other issues in the case.

Before I proceed further it is necessary to give a short history of the Life Insurance Corporation of India.

The Life Insurance business in India is said to have made its beginning in the 19th century at a time when it had reached a more flourishing state in Europe, United Kingdom and the United States of America. In the beginning and for a long time, people in India had a superstitious feeling that to insure one's life is to invite death, and "Life Insurance and Death Registration" became almost synonymous terms. The Insurance business in India was introduced by certain English Companies. In 1823, the Bombay Life

Assurance Company was established in the Bombay Presidency, but not much of it is known today. In 1829 the Madras Equitable Life Assurance Company was established, and it seems to have been a pioneer concern in the field of Insurance in this Country. In 1833, the Madras Widows in Southern India was established, and it was followed by the Indian Ordinance Mutual in 1833. The Christian Mutual of Lahore was set up in 1847, and the Bombay Family Pension Fund of Government servants in 1848. In the first half the 19th Century the Insurance business in India had only made a modest beginning, and the period from 1851 to 1870 did not show any remarkable development in this business. Subsequently, however, the business began to develop more quickly and in 1871 the Bombay Mutual Life Insurance Society was established, which was followed by the Oriental Government Security Life Insurance Company in 1874. Several Companies were set up in the last three decades of the 19th Century including the Indian Life Assurance Company of Karachi, the Sindh Hindu and the Bharat Insurance Company of Lahore. The Indian Insurance Companies were, however, struggling behind the Foreign Insurance Companies. The two main hurdles, that the Indian Insurance Business had to face were the prevailing prejudice against Life Insurance and the ignorance of the Indian people as regards the utility of Life Insurance. The only piece of legislation with regard to Insurance business was "Act No. XVI for the Registration of Assurance", which received the assent of the Governor-General on 24th March, 1864. In the beginning of 20th Century a growing feeling of nationalism and insistence upon things Indian proved beneficial to the Indian Insurance business. Among the notable Insurance Companies, which came into existence in the early decade of the present century, were the National Insurance Company Limited, the United India Life Assurance Company Limited, the General Assurance Society Limited and the Hindustan Cooperative Assurance Society Limited.

In 1912, the Provident Insurance Societies Act V of 1912 was promulgated. In 1919, there were only 42 Indian Insurance Companies, but the number increased to 56 in 1927. During the period 1919-1928, the total Life Insurance business rose from Rs. 25.1 crores in 1919 to Rs. 71.1 crores in 1928. In 1928, the Indian Insurance Companies Act was passed which made it compulsory for all India Companies to submit their statements. The total number of Life policies was 4,12,446 in 1928, and the total insured amount of these policies stood at Rs. 7,111 lacs. The period between 1929 and 1938 was a period of boom for the Life Insurance Business in India, and a large number of Indian Companies blossomed during this period. In 1938, the Insurance Act (IV of 1938) was passed, and, together with its subsequent amendments it governed both the Life and non-Life Insurance business till 1955. The number of life policies considerably increased and stood at a record figure of 58 lac policies with a total insured amount of 122.78 crores in 1955. During the period 1945 and 1946, steps were taken to eliminate uneconomic units of Insurance business and, as a result, by 1955, only 149 Companies were functioning, while the number of such Companies in 1946 was 200. The Indian Insurance Companies gradually displaced the foreign Companies, with the result that in 1955 there were only 22,000 policies in the hands of the Foreign Companies as against 749,000 with the Indian Companies.

The Life Insurance business was nationalised by an Ordinance of the Government of India which was promulgated on 19th January, 1956. The Union Finance Minister announcing the promulgation of the aforesaid Ordinance said :—

"All life insurance companies, Indian as well as foreign, doing business in India come under Government management and control. This is the first and preparatory steps towards the nationalisation of life insurance. It will be followed by the more elaborate action called for, and it is proposed to place before the next session of the Parliament a Bill for the nationalisation of this important sector of insurance business. Both in respect of the short period during which the management of the Companies will vest in Government and in respect of the ultimate assumption of the proprietorial rights over them, reasonable compensation will be paid by

Government. What is reasonable compensation is a matter on which there is room for difference of opinion; but I am confident that the basis adopted by Government will be generally regarded as fair."

Referring to the observations of the Planning Commission with respect to the First Five Year Plan, the Finance Minister said :—

"The Planning Commission drew attention to the necessity of fitting increasingly into the scheme of development visualised for the economy as a whole the banking system and, in fact, the whole mechanism of finance including insurance, the stock exchanges and other institutions, connected with investment. For, it is only thus, they said, that the process of mobilising savings and utilising them to the best advantage becomes socially purposive. Principally with a view to ensuring the spread of banking and credit facilities to the rural areas, the Imperial Bank of India was nationalised last year. The nationalisation of life insurance is a further step in the direction of more effective mobilisation of the people's savings. It is a truism which nevertheless cannot too often be repeated, that a nation's savings are the prime mover of its economic development. With a Second Plan in the offing involving an accelerated rate of investment and development, the widening and deepening of all possible channels of public savings has become more than ever necessary. Of this process the nationalisation of insurance is a vital part.

Setting out reasons for and against the nationalisation of Life Insurance business, the Finance Minister said :—

"I might, however, summarise the arguments that have been urged against nationalisation and comment briefly on them. State schemes in other countries and in India, it is said, have not been successful, that several foreign countries which went into the question fully decided against it, that a State enterprise cannot possibly function with the same flexibility and efficiency that the private enterprise can and finally that the State-run life insurance cannot achieve the highest ideals of insurance. I do not understand this last point and will, therefore, not comment on it. To us, on an objective appraisal, it appears that the only conclusion that can be drawn from the experience of other countries is that wherever there has been a whole-hearted attempt by the State, nationalisation has been an unqualified success, even in the face of severe competition from the private sector, and failures wherever they occurred, have been due to the half-hearted manner in which the experiments were tried. There is no reason why a nationalised industry cannot be run efficiently. It is our intention to see that those who are entrusted with the running of nationalised insurance have the discretion and freedom of action necessary to enable them to secure maximum efficiency. It has become almost axiomatic with some to maintain that State enterprise qua State enterprise must be inefficient. And yet, the fact is that for too much is claimed for the efficiency with which private enterprise is run. Thus, even in insurance, which is a type of business which ought never to fail if it is properly run, we find that during the last decade, as many as 25 Life Insurance Companies went into liquidation and another 25 had so frittered away their resources that their business had to be transferred to other companies at a loss to the policy holders. Then again, though I do not wish unduly to emphasise this point, for too unhealthy an enterprise has been shown by a number of insurance companies in the investment of funds. Only recently there was the case of the Bharat Insurance Company when some Rs. 2 crores were misapplied and there have been several other cases. The amount of capital required for starting or running an insurance company is extremely small as compared to the total life fund that it may come to control. Once however the control is secured, the tendency not infrequently has been to utilise the

funds to meet the capital requirements of enterprises in which the managements are interested rather than those which are clearly in the interests of policy-holders."

After the Ordinance 1956, the Life Insurance Corporation of India was established on 1st September, 1956, under the Life Insurance Corporation Act, 1956 (hereinafter called the Act). Under Section 48(1), the Central Government was given power by Notification in the official gazette to make rules to carry out the purposes of the Act. Sub-section 3 of Section 48 says: "All rules made under this section shall be laid for not less than thirty days before both Houses of Parliament as soon as possible after they are made, and shall be subject to such modifications as Parliament may make during the session in which they are so laid on the session immediately following." Section 49 of the Act runs thus:—

"Section 49(1). The Corporation may, with the previous approval of the Central Government, by notification in the Gazette of India, make regulations not inconsistent with this Act and the rules made thereunder to provide for all matters for which provision is expedient for the purpose of giving effect to the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such regulations may provide for—

- (a) the powers and functions of the Corporation which may be delegated to the Zonal Managers;
- (bb) the terms and conditions of service of persons agents of the Corporation and the terms and conditions of service of such employees or agents;
- (b) the terms and conditions of service of persons who have become employees of the Corporation under sub-section (1) of Section 11.
- (c) the number, term of office and conditions of service of members of Boards constituted under Section 22;
- (j) the form and manner in which policies may be issued and contracts binding on the Corporation may be executed;
- (k) the classification of policies, whether issued by the Corporation or by any insurer whose controlled business has been transferred to and vested in the Corporation, for the purpose of declaring differential bonuses, wherever necessary;
- (m) the conditions subject to which any payment may be made by the Corporation."

Section 4 of the Regulations gives power to the Chairman for implementing the regulations.

#### Section 4

"The Chairman may, from time to time, issue such instructions or directions as may be necessary to give effect to, and carry out, the provisions of these regulations and in order to secure effective control over the staff employed in the Corporation."

Section 5 of the Regulations classified the staff of the Corporation as follows:—

Class-I-Officers

Class-II-(Development) Officers

Class-II-Supervisory and Clerical Staff.

Class-IV-Subordinate Staff.

Schedule II gives a classification of class III (Clerical and Supervisory staff), which runs thus:—

1. Superintendent Rs. 330-25-680-30-740.

2. Higher Grade Assistants. Rs. 245-15-320-20-360-EB-20-600-25-650.

Note: Internal Audit Assistants who are in Higher Grade Assistants' scale will receive a special pay of Rs. 40 per month for the first 5 years of service as such, Rs. 45 per month for the next 5 years of service as such, Rs. 50 per month after 10 years of service as such.

3. Section Heads Rs. 210-10-220-15-325-20-585.

Note: Assistants who are promoted to the Section Head's cadre on and after 1-4-69, will have the option to continue in the revised scale of pay for the Assistants and get the appropriate special pay specified below or to be fitted in the new scale of the Section Head at one stage above the next higher stage in the new scale for the Section Head, provided that where the basic pay in the Assistant's scale is a stage in the new Section Head's scale, the basic pay shall be fixed at the stage in the new scale, which is next above his basic pay in the Assistant's scale. Such option shall be exercised within two months of the date of promotion and the option once exercised shall be final.

Rs. 40 per month in the first five year of service as such,

Rs. 45 per month in the next five years of service as such,

Rs. 55 per month in the next five years of service as such.

4. Stenographers Rs. 196-12-220-15-325-20-385-EB-20-545.

Note: Stenographers in the Stenographer's grade selected to work with the officers of the following rank will receive a special pay on the following scale:

Chairman Rs. 65 per month.

Director/ Zonal Manager Rs. 55 per month.

Dy. Zonal Managers Rs. 40 per month.

& Senior Officers at the Central Office.

Divisional Managers. Rs. 30 per month.

Stenographers in the Stenographer's scale who are not attached to the officers of the above ranks would be eligible to a special pay of Rs. 20 per month.

5. Assistants Rs. 170-7-177-8-209-10-269-12-305-15-380-EB-20-500.

6. Receiving and Paying Cashiers Same as Assistant's scale and will receive a special pay of Rs. 25 per month.

7. Typists

8. Telephone Operators

9. Addressing Machine & Punch Card Operators.

10. Comptometer Operators

11. Projectionists receiving an allowance

} Same as Assistant's scale with a functional allowance of Rs. 25 per month.

Note: Graduates appointed to categories 5 to 11 will receive two increments on confirmation.



12. Record Clerks

Rs. 145-5-180-7-215-EB-7-  
250-8-290-10-300-15-330.

Note: Banda & Duplicating Machine Operators who are in this scale, will receive a functional allowance of Rs. 15 per month.

Class IV consists of subordinate staff of the Corporation including Sweepers and cleaners, Sepoys, Chaprasis, Hamals, Head Peons, Liftmen and Watchmen, Datties and Drivers. As would appear from the aforesaid narrative dealing with the various Insurance Companies which culminated in the nationalisation of all the Insurance business and coming into force of the Life Insurance Corporation of India Act 1956, the different companies varied with regard to their running of business and capital. It can be presumed that while the bigger units of the business had better qualified staff and very likely they were paid higher emoluments the smaller concerns had contented themselves with having the services of lesser qualified staff with lower emoluments. The services of the employees of a large number of companies, which were nationalised in consequence of the Ordinance, and whose business was taken over by the Life Insurance Corporation of India were retained by the Corporation. There is no evidence before me to show the classification of employees as it existed in the various insurance companies and the scales of their pay. Further, I have no material before me to show the basis adopted in putting the employees in Class III under the Regulations. The question came before the Committee of Enquiry into the Expenses of the Life Insurance Corporation of India which was set up by the Government of India to enquire into the high level of expenses of the Life Insurance Corporation and to suggest administrative and other measures to control the level of expenses, and to ensure economy and efficiency of management in the Corporation. In its report dated 30-4-1969, it was said that the strength of Class III employees increased from 19,588 on 1st January, 1958 to 32,935 on 31st March, 1967, and declined slightly to 32,679 on 31st March, 1968. The Committee observed:

"It is difficult to assess the extent of surplus staff in this category by examining the new business staff per thousand new policies or the remaining staff per thousand policies in force at the beginning of each year."

It appears that during the debate on the Life Insurance Corporation Bill, several Members of the Parliament were anxious to see that nationalisation of the Insurance business did not result in loss of employment or reduction in emoluments to the full time employees of the erstwhile Insurers. The report says:

"There was a clear consensus that any rationalisation arising out of the amalgamation of the erstwhile Insurers should not create an unemployment problem." It quoted what was said by the then Finance Minister in the Parliament:

"Many Hon'ble Members have, I think, rightly been concerned about the employees and the terms and conditions of their pay. I do not believe that the process of nationalisation held any threat to any normal or ordinary employees of the Corporation. It is our desire to see that all the staff that we have is gradually absorbed in expanding business rather than to retrench now and try to get hold of these experienced people afterwards when we hope business will expand."

The report further says:

"The Hon'ble Minister seemed to be aware of the possibility that the Corporation might inherit a staff larger than what was necessary for its immediate requirements. In fact, this suggestion was even explicitly stated in Parliament in another context. It was as a matter of policy that the Government decided that the entire staff of the previous Insurers should be continued in the Corporation, irrespective of the immediate requirements of the Corporation."

It appears from the report that there was surplus in all categories of staff as a result of bringing together of the personnel of several insurers under the Corporation and "no numerical measure of the size of the surplus was evidently worked out at that time." It further appears from the report that the Corporation, in spite of having a surplus staff, had, year after year made fresh recruitment, thus increasing its staff strength. Evidently, there was a desire at the time of nationalisation to see that the existing staff of the former insurers were not prejudiced by being given lesser emoluments, and further by retrenching them. The obvious result was that the services of all employees whether they were qualified or not were put under the newly classified grades regardless of the fact whether the Corporation was over staffed. Much of the subsequent troubles in the Corporation seem to have their origin in the haphazard manner in which the old staff of the insurers was classified by the Corporation.

Section 6 sub-section 3 of the Act says that "in the discharge of any of its functions the Corporation shall act so far as may be on business principles." The Corporation was dealing with the people's money and was holding it on trust on behalf of the people to be invested with a view to benefit the people. It is a moot question whether the Corporation if it has to be run on business lines should have a surplus staff merely for the sake of giving employment to the people. Such an attempt is bound to affect the efficiency in the running of the Corporation and will also increase the Corporation's expenditure.

The number of Assistants in the Corporation as on 31-3-1973 was 27,359 while the number of Record clerks was 2,617. The Assistants appear to possess varied types of qualifications. Some of them are non-matric and in the case of some it seems that they had not read up to the matric class while some of them appeared at the matric examination and failed. There are some Assistants with high academic and technical qualifications, while a large number of Assistants possess neither academic qualification nor any technical qualification. It may be that now more care is taken in recruiting the Assistants, but as the cadre stood immediately after the nationalisation, it obviously consisted of all sorts of persons with varying qualifications. This has resulted in friction, claims and counter-claims which I had to deal in the reference before me.

I now come to the objections as regards jurisdiction which were raised by Sri Phadke on behalf of the Corporation. Issues nos. 1 and 2 are as follows:—

1. Whether the dispute relating to the rules regarding promotion is an industrial dispute within the meaning of the Industrial Disputes Act.
2. Whether the reference before the Tribunal is valid and competent?

It was contended that rules regarding promotion do not come within the ambit of an industrial dispute. Mr. Phadke referred to section 7A of the Industrial Disputes Act and relied on the provisions of sub-section (1) of the Section. It says:

"The appropriate Government may, by notification in the official Gazette, constitute one or more Industrial Tribunals for the adjudication of industrial disputes relating to any matter, whether specified in the Second Schedule or the Third Schedule."

He contended that Rules regarding promotion policy do not come within the matters as specified in the Second or the Third Schedules. Referring to the residuary clause 6 of the Second Schedule viz. "all matters other than those specified in the Third Schedule" it was argued that the residuary clause 6 does not mention any specific matter and the entries in the Second and the Third Schedules are exhaustive and not illustrative. Reference was made to the Award of All India Industrial Tribunal (Bank Disputes), Bombay,

now known as the 'Sastry Award'. Item 32 in the reference before that Tribunal was with regard to "Rules regarding promotion". Mr. Phadke referred to paragraphs 528, 529 and 531 of the Sastry Award. They run thus—

PARA 528.—"The Imperial Bank of India Bombay Circle Employees' Union put seniority before efficiency, education and special knowledge of banking for the purpose of promotion. Some unions have suggested that promotions should be made in consultation with them. While the banks are generally prepared to agree to seniority in service, educational qualifications and special knowledge of banking all of them being regarded as main considerations for promotion, they attach great importance to efficiency and character in this connection, and press that it should be left to the management to give proper weights to the various factors."

PARA 529.—"We do not think that any hard and fast rules can be laid down in connection with promotions. We are definitely opposed to the suggestion that employees' unions should be consulted in connection with promotions. It cannot be supported on principle. We do not think that such consultation is likely to be helpful either. While there is no doubt that seniority in service should be one of the most important factors to be taken into account for the purpose, we are unable to agree that mere length of service alone irrespective of efficiency, educational qualifications, character and nature of responsibility required in connection with the vacancies to be filled in should be the sole or even the main criterion for promotion. Promotion is certainly not a matter which could be made automatic and a great deal of discretion by its very nature must rest with the management in this connection. It is not only difficult but very undesirable to lay down any one single principle for the exercise of this discretion. In our opinion there must be cases of employees in the banking industry as elsewhere in which efficiency of some employees does not necessarily improve with mere length of service. Nor do all employees in all cases show capacity for work involving higher responsibilities. The apprehension of the employees underlying the demand for length of service to be the sole governing factor for promotion may be due to apprehension of nepotism and victimisation of employees who take active interest in the trade union movement. No substantial proof in support of this apprehension has been laid down before us, and such cases, if any, can only be dealt with in other ways or as provided by law. We however direct that even when direct recruitment to particular posts is decided on, deserving men already in service who come up to the required educational qualifications should also be enabled to compete for such recruitment by a reasonable relaxation of the rules relating to age and other restrictions, if any. We further direct that in the case of employees who are not found fit for promotion the decision should be borne out by service records of the employees, and that when a person senior in service is superseded, it should be for good and cogent reasons. We recommend that such an employee should have the right to appeal to the General Manager or the Managing Director who should consider the appeal with an open mind and revise the decision if necessary, and that such appeal should not be treated as an act of indiscipline on the part of the employee by the Officer under whom he may working."

PARAGRAPH 531.—"As regards the demand for promotions to the supervisory and officers' grade it has been urged on behalf of the banks that it is beyond the scope of the jurisdiction of this Tribunal. We do not consider it necessary to deal with the legal aspect of this question as we find that in actual practice a large number of the present officers of the banks except perhaps in the case of the Exchange Banks are persons who had been promoted from the clerical grade."

The aforesaid observations in the Sastry Award appear to negative to some extent the contentions of Mr. Phadke that the dispute with regard to Rules for promotion, apart from the contention that this is a dispute which is not covered by the First and Second Schedules of the Industrial Disputes Act, is a matter which comes exclusively within the limits of managerial functions, and, consequently, it is not within the competence of this Tribunal to deal with it. While the Sastry Award definitely opposed the suggestion that the employees unions should be consulted in connection with promotions it thought fit to give some protection to the employees and also made certain directions and recommendations with regard to promotions. It is difficult to lay down the precise border line between the extent of managerial function in the matter of rules for promotion and the right of the employees in the matter. Mr. Phadke strenuously argued that rules regarding promotion can be determined only by the Management and the promotion policy is a matter which does not come under the terms of employment and in any case, the Third Schedule limits the scope of enquiry before this Tribunal. Reliance was placed on the decision of the Supreme Court between All India Reserve Bank Employees' Association and another and Reserve Bank of India and another (1). In this case the Supreme Court considered the validity of an award of the National Industrial Tribunal (Bank Disputes) Bombay. One of the points argued was whether the National Industrial Tribunal was right in rejecting the demand of the employees for the inauguration of the need-base formula. Another point for consideration was a demand by the employees' association for a combined seniority list so that promotions may be based on that list and not upon the reports about the work of the employees. Regulations 28 and 29 of the Reserve Bank of India (Staff) Regulations, 1948, deal with seniority and promotion and provides:

28. "An employee confirmed in the bank's service shall ordinarily rank for seniority in his grade according to his date of confirmation in the grade and on an employee on probation, according to the length of his probatory service."

29. "All appointments and promotions shall be made at the discretion of the Bank and notwithstanding his seniority in a grade no employee shall have a right to be appointed or promoted to any particular post or grade."

The Supreme Court observed:—

"Promotion, it will therefore appear, is a matter of some discretion and seniority plays only a small part in it. This dispute is concerned with the internal management of the bank and the National Tribunal was right in thinking that the item of the reference under which it arose gave little scope for giving directions to the bank to change its regulations. The National Tribunal, however, considered the question and made an observation which we reproduced here because we agree with it."

".....I can only generally observe that it is desirable that wherever it is possible, without detriment to the interests of the bank and without affecting efficiency, to group employees in a particular category serving in different departments at one centre together for the purpose of being considered for promotion a common seniority list of such employees should be maintained. The same would result in opening up equal avenues of promotion for a large number of employees and there would be lesser sense of frustration and greater peace of mind among the employees."

The Supreme Court further observed:—

"Seniority and merit should ordinarily both have a part in promotion to higher ranks and seniority and merit should temper each other. We do not think that seniority is likely to be completely lost sight of under the regulations and Sri Palkhivala assured us that this is not the case"

In *Brooke Bond (India) Ltd. V. Their workmen* (2) the Supreme Court observed:—

"Generally speaking, promotion is a management function, but, it may be recognised that there may be occasions when a tribunal may have to interfere with promotions made by the management where it is felt that persons superseded have been so superseded on account of mala fides or victimization. Even so after a finding of mala fides or victimization, it is not the function of a tribunal to consider the merits of various employees itself and then decide whom to promote or whom not to promote. If any industrial tribunal finds that promotions have been made which are unjustified on the ground of mala fides or of victimization, the proper course for it to take is to set aside the promotions and ask the management to consider the cases of superseded employees and decide for itself whom to promote, except of course the person whose promotion has been set aside by the tribunal."

In both the aforesaid cases, while it was recognised that promotion generally speaking is a managerial function, nevertheless, a tribunal to some extent can deal with the question of promotion as also cases of supersession of employees where the circumstances so warrant. It may be difficult to lay down the precise limits beyond which a Tribunal will not travel while giving its award in a matter regarding rules of promotion. While providing guide-lines and making recommendations it may, in its Award, lay down the broad guide-lines with regard to promotion. Thus, it cannot be said that this Tribunal is powerless to deal with the dispute before it in its entirety. In *Brooke Bond (India) (Private) Ltd. Vs. Their workmen* (3) the Supreme Court observed:—

"There can be no doubt that promotions to which industrial employees are entitled normally would be treated as the function of the management, and so even the national industrial tribunal which dealt with this issue recognised that it must be left to the discretion of the management to select persons for promotion. On the other hand, labour also wants that the claims of employees who are eligible for promotion should be duly considered and so, the formula evolved by the national industrial tribunal requires that at a given time, if more than one person are eligible for promotion, seniority should be taken into account and should prevail unless the eligible persons are not equal in merit."

The Supreme Court further observed:—

"If it appears that in promoting one employee in preference to another, the management has been actuated by malicious considerations or that the failure to promote one eligible person amounts to an unfair labour practice, that would be a different matter. But in the absence of mala fides, normally it must be left to discretion of the management to select which of the employees should be promoted at a given time subject of course to the formula to which we have just referred. . . . In dealing with these disputes, however anxious industrial adjudication may and must be to protect the legitimate rights of the employees, regard must always be had to the fact that in matters of promotion, discretion has primarily to be left to the employer."

Mr. Phadke at first contended that this Tribunal has no jurisdiction to frame rules with regard to promotion, but later submitted that interference with regard to rules of promotion will be beyond the scope of the reference to this Tribunal. This contention may mean that while the Tribunal may not lay down the detailed rules with regard to promotion, nonetheless, it is within its competence to lay down some broad rules. He referred to *Law Lexicon Vol. II* (1971 Edition) page 1558 *V. C. Jayaram Mudaliar V. C. M. Sivaram* (3). He also referred to section 7(1) of the Act which provides for the constitution of the labour courts "for the adjudication of industrial disputes relating to any matter specified in the second

Schedule. . . ." He contended that item 6 in the Second Schedule of the Act is not specific and is vague and it cannot be said that rule regarding promotion will fall in item 6 of the Second Schedule. He referred to section 69 of the *Negotiable Instruments Act* and contended that "place" within the meaning of section 69 has to be specified. By analogy he contended that since item 6 of the Second Schedule is not specific, the dispute in question before this Tribunal cannot fall within the ambit of the entry in item 6 of the Second Schedule. None of the opposite parties challenged the jurisdiction of this Tribunal to deal with the rules regarding promotion.

Mr. Rammurthi on behalf of All India Insurance Employees Association contended that rules of promotion would come within the meaning of the expression "terms of the employment" and conditions of labour and such matters come within the meaning of the expression "industrial dispute" in section 2(k) of the *Industrial Disputes Act*. It says:

Section 2(k): "industrial dispute" means any dispute or difference between employers and employees, or between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any persons."

He relied on a decision of the Supreme Court in the case of *General Manager, Southern Railway and another V. Rangachari* (4). On of the questions before the Supreme Court was whether Article 16(1) and (2) of the Constitution of India refer to promotion or whether they are confined to the initial appointment to any post in civil service. The Supreme Court observed:

"If the words used in the Article are wide in their import they must be liberally construed in all their amplitude. Thus construed it would be clear that matters relating to employment cannot be confined only to the initial matters prior to the act of employment. The narrow construction would confine the application of Article 16(1) to the initial employment and nothing else; but that clearly is only one of the matters relating to employment. The other matters relating to employment would inevitably be the provision as to the salary and periodical increments therein, terms as to leave, as to gratuity, as to pension and as to the age of superannuation. These are all matters relating to employment and they are, and must be, deemed to be included in the expression "matters relating to employment" in Article 16(1). . . ."

Article 16(1) or (2) does not prohibit the prescription of reasonable rules for selection to any employment or appointment to any office. Any provision as to the qualifications for the employment or the appointment to office reasonably fixed and applicable to all citizens would certainly be consistent with the doctrine of the equality of opportunity; but in regard to employment, like other terms and conditions associated with and incidental to it, the promotion to a selection post is also included in the matters relating to employment, and even in regard to such a promotion to a selection post all that Article 16(1) guarantees is equality of opportunity to all citizens who enter service. . . . In this connection it may be relevant to remember that Article 16(1) and (2) really give effect to the equality before law guaranteed by Article 14 and to the prohibition of discrimination guaranteed by Article 15(1). The three provisions form part of the same constitutional code of guarantees and supplement each other. If that be so, there would be no difficulty in holding that the matters in relation to employment both prior, and subsequent, to the employment form part of the terms and conditions of such employment."

Relying on the aforesaid observations, it was contended that promotion which is a matter in relation to employment would form part of the terms and conditions of employment and, therefore, rules with regard to promotion fall within the ambit of section 2(k) of the *Industrial Disputes Act*, and if this is so then obviously it is within the jurisdiction of

(2). 1966-TLLJ(SC.) 402.

(3). 76 M.L.W. 267 at p. 270 : A.I.R. 1963 Mad. 294.

(4). A.I.R. 1962 S.C. 36.

this Tribunal to deal with it. Mr. Rammurthi further contended that section 7B of the Act refers to the jurisdiction of a National Tribunal. It empowers the Central Government to constitute a National Tribunal for the adjudication of industrial disputes, which in the opinion of the Central Government involve questions of national importance or are of such a nature that industrial establishments situated in more than one State are likely to be interested in, or affected by, such disputes. He contended that industrial disputes as referred to in section 7B would mean an industrial dispute as defined in section 2(k) of the Act. The reference for adjudication of the industrial disputes specified in the second and the third Schedules of the Act by Section 7A of the Act is an alternative provision and it does not cut down the provision of section 7B of the Act. Mr. Rammurthi further contended that a matter, which is not specified in the second Schedule or the third Schedule will become a specific item. In any case, he contended that the meaning of expression 'industrial disputes' in section 2(k) of the Act cannot be restricted. He stressed further that under the (Staff) Regulations, 1960, which were framed by the Corporation, the rules of promotion are a condition of service and such rules can be the subject matter of an industrial dispute.

Mr. Sengupta arguing for the L.I.C. Higher Grade Assistants Association, adopted in general the arguments of Mr. Rammurthi. He also referred to a Single Judge decision in *Upper Doab Sugar Mills Limited, Shamli and State of Uttar Pradesh and others* (5), in which while dealing with a dispute regarding promotion of an employee, it was held that a matter relating to upgrading or promotion could also be an industrial dispute provided it was taken up by more than one workman. He contended that promotion is the most important incident of employment, and a dispute regarding it has to be treated as an industrial dispute and will also become a matter within the terms of employment. He also placed reliance on *Bharat Bank vs. Employees of Bharat Bank* (6), in which it was held that the powers of Tribunals are wide and all matters connected with employment could be referred to a Tribunal.

It cannot be denied that the expression "employment" of a workman refers not only to the initial stage when he was appointed, but also to his future prospects which naturally include promotion which is connected with his employment, and, as such, he has vital interest in the rules regarding promotion. Similarly, the question of promotion will also fall within the expression "terms of employment" as mentioned in section 2(k) of the Act. Such terms of employment deal with the scale of pay of an employee with annual increments and his promotion to a higher scale. I have no hesitation in holding that rules of promotion of the Corporation fall within the meaning of an industrial dispute as defined in section 2(k) of the Act.

Section 7 of the Act deals with labour courts. It empowers the appropriate Government to constitute one or more Labour Courts for the adjudication of industrial disputes relating to any matter specified in the Second Schedule and for performing such other functions as may be assigned to them under the Act. Thus, the Labour Courts have to deal with matters specified in the Second Schedule. Items 1 to 5 deal with specific matters, while item No. 6 deals with residuary matters. It says: "all matters other than those specified in the Third Schedule". It will follow that a Labour Court can adjudicate industrial disputes relating to such matters which are mentioned in items 1 to 5 and also disputes other than those specified in the Third Schedule. Section 7A of the Act empowers the appropriate Government to constitute one or more industrial tribunals "for the adjudication of industrial disputes relating to any matter, whether specified in the Second Schedule or the Third Schedule." It would follow that the powers of tribunals constituted under section 7A of the Act are wider than that of a labour court because they are empowered to deal with all matters mentioned in the Second or the Third Schedules. Section 7B(1) of the Act empowers the Central Government to constitute one or more National Industrial Tribunals for the adjudication of industrial disputes, which in the opinion of the Central Government, in-

volve questions of national importance or are of such a nature that industrial establishments situated in more than one State are likely to be interested in, or affected by, such disputes. It means that the subject matter for adjudication has to be industrial disputes which, in the opinion of the Central Government involve questions of national importance or are of such a nature that industrial establishments situated in more than one State are likely to be interested in, or affected by, such disputes. It appears that the expression "industrial disputes" in section 7B(1) of the Act is not controlled by the items mentioned in Schedules 2 and 3. But a dispute regarding rules of promotion will also fall within the ambit of item 6 of the Second Schedule and item 11 of the Third Schedule. Again, item 11 of the Third Schedule will include disputes regarding rules of promotion if that is a matter which is referred to an industrial tribunal constituted by the appropriate Government under section 7A of the Act.

So far as a National Industrial Tribunal is concerned, it is directly governed by the provisions of section 7B(1) of the Act, and it is open to the Central Government to refer for the adjudication of a National Industrial Tribunal disputes which involve questions of national importance or are of such a nature that industrial establishments situated in more than one State are likely to be affected by such disputes. All that is necessary for a reference to a National Industrial Tribunal is that the dispute must be an industrial dispute and for that it is necessary that it must come within the meaning of section 2(k) of the Act. I have no hesitation in holding that rules regarding promotion come within the meaning of the expression "connected with the employment, or the terms of the employment" as mentioned in section 2(k) of the Act. My answer to issues 1 and 2 in the case is in the affirmative.

#### ISSUE NO. 7

It was argued by Mr. Rammurthi that the settlement of 15-10-1971 was binding on the parties under section 18 of the Act since it was arrived at by a settlement between the employers and the Unions. The position with regard to a settlement under Section 18(1) is different from that of an award of a National Tribunal under Section 18(3) of the Act. The former is binding only on the parties to the settlement, while the latter is binding on all the parties to the industrial disputes. Even assuming that the settlement of 1971 had any binding effect, it would only be confined to the parties to the settlement. Evidently, only some of the Unions were parties to the settlement of 1971 and a number of unions were opposed to it. It related to the promotion policy of the Corporation. It could not be said that there could be two different sets of rules with regard to promotion in the Corporation—one which were laid down in the settlement of 1971 and the other which may be set out in the award of this Tribunal. There is sufficient evidence on the record to indicate that even employees belonging to different categories in Class III were members of different unions. As for instance an Assistant who is a member of the signatory union would be said to be bound by the terms of the settlement, while other Assistants who are members of other unions will be governed by a different set of rules. Moreover, now that the dispute has been referred to me I cannot be said to be fettered by the aforesaid settlement of October, 1971. The dispute is now before me and I have to adjudicate it regardless of the aforesaid settlement of 1971.

The next question for determination is as to whether the upgradation of Section Heads and Superintendents the settlement of 1971 was in accordance with law. This part of the settlement was vehemently opposed by the LIC Higher Grade Assistants as also by some other Associations and was challenged by writ petitions preferred before the Madras and Kerala High Courts. The Madras High Court struck down the aforesaid provisions with regard to upgradation in the settlement of 1971 and the Kerala High Court also did the same though on somewhat different reasons. The decision of the learned Single Judge of the Madras High Court striking down the provisions with regard to upgradation in the settlement of 1971 was taken up in appeal before a Division Bench of the Madras High Court. The appeal was dismissed. Then the Corporation took up the matter before the Supreme Court of India in a Special Appeal which was also dismissed. It

(5). 1962 I.L.L.I. 1.

(6). A.I.R. 1950 S.C. 188.

was argued before me on behalf of the Higher Grade Assistants Association as also by some other unions that the provisors for upgradation in the settlement of 1971 is bad in law because it has been struck down by the Madras and Kerala High Court and the decision of the Madras High Court has been affirmed by the Supreme Court of India and this Tribunal is bound by the aforesaid decisions. Further, it has been argued that even assuming that this Tribunal is competent to go into the matter itself, the provision for upgradation is bad in law and discriminatory between the employees of the Corporation and therefore this Tribunal should strike it down.

Mr. Jagannatha Rao for the All India Technically Qualified I.I.C. Employees Association challenged the powers of this Tribunal to provide for upgradation. He contended that the reference to this Tribunal was confined to rules of promotion and the question of upgradation could not be said to be included in it and in any case the dispute which has been referred to this Tribunal has been specified. The question of upgradation was not an "incidental" matter within the meaning of Section 10(1)(4) of the Act. He contended that the Standardization Order has itself fixed the categories of the employees and their scales of pay under Section 8 and the categories of Higher Grade Assistants and Section Heads were different. According to him, classification of grades by itself is a condition of service as specified in items 7 of the III and IV Schedule of the Act. He contended that since the reference was not with regard to the classification of grades it is not open to this Tribunal to treat the question of classification as something incidental to the promotion policy. He relied on Life Insurance Corporation of India and Sunil Kumar Mukerjee (7) in which it was held that the Standardization Order had statutory force. He also relied on D.C.M. Chemical Works and its workmen (8) in which the matter in reference related to leave facilities and the Tribunal had taken up the question of future holidays also as an incidental matter.

Mr. Jagannatha Rao also argued that since the provisions with regard to upgradation had been struck down by Madras and Kerala High Courts and the decision of the Madras High Court had been upheld by the Supreme Court it was not open to this Tribunal to go further into the matter.

Before proceeding further I take up the question of the effect of the decisions of the Madras and Kerala High Courts and also the order of the Supreme Court. The dispute before the Madras High Court in Writ Petitions No. 825 and 826 of 1972 had been raised by the I.I.C. Higher Grade Assistants Association and by Sri Thomas Mathew, a Higher Grade Assistant of the Corporation. The High Court observed :—

"The main grounds on which the award of the 6th respondent, namely the National Industrial Tribunal, is said to be invalid and inoperative and also how the so called agreement dated October 5, 1971, which is the result of such an inchoate or illegal award has also to be ignored, are based upon legal contentions. It is said that a Tribunal enjoined with the duty to pass an award on a subject-matter which has been referred to it cannot avoid its duty and allow the parties thereto to settle one of the issues arising therein by negotiations as between themselves. This procedure would tantamount to abdication of judicial responsibility and therefore any discussion held between the Corporation and the three other Associations referred to cannot bind both the petitioners in the Writ Petitions. The second contention is that the impugned settlement dated October 15, 1971 contained the new rules or promotion are violative of the award in N.I.T. No. 1 of 1969 contrary to the provisions of the Life Insurance Corporation Act and the regulations made thereunder and violative of Articles 14 & 16 of the Constitution."

"The rule of mandamus sought against the National Industrial Tribunal is based on the main contention that the Tribunal did not pronounce an award which is its duty to do, and therefore there has been a failure of public duty".

The High Court held :—

"Thus in the present case the Tribunal without any such determination by itself of the issue in question and without applying its mind to the fairness or iustness of the request made by the parties left one issue unresolved and consequently failed to discharge its public duty in not pronouncing an award after hearing the parties on the subject and after exercising its mind thereto".

"In the instant case different scales of pay, a time scale too, have been fixed for different categories such as Superintendents, Higher Grade Assistants and Section Heads. Under a private settlement dated October 15, 1971 the category of Superintendents has been taken away and it is merged with the administrative Officers. Higher Grade Assistants and Section Heads were classified into a newly named category as Special Assistants. By such innovations without consulting the Higher Grade Assistants' Association it cannot reasonably be said that there has been a fair adjudication on all the real and intricate problems, which a Higher Grade Assistant is likely to be faced with by reason of the effecting of the category as such".

"So it appears to me that the private settlement between one section of the employees who are connected with the interests of the Higher Grade Assistants and the Corporation which *prima facie* is likely to affect the service of the Higher Grade Assistants in the Corporation, is violative of the terms of the Award, in N.I.T. No. 1 of 1969".

"The procedure adopted by the Corporation is not warranted. Factually the new rules are violative of the existing regulations. The existing category of employees which include the Higher Grade Assistants are classes of the employees of the Corporation who were functioning under the regulations of service issued under Section 49. The settlement which embodies the so called guidelines or new rules abolishes the same, with the result there has been an abrogation or repeal of the existing regulations which were made by the Corporation under the existing law and this has been done by the Chairman of the Corporation."

"As these specific mandates have not been followed the settlement dated October 15, 1971 which project rules which are inconsistent with the existing rules of service, are *ultra vires* and could not have been made by the Chairman and therefore they are unenforceable."

Relying on several decisions of the High Courts in India and finally of the Supreme Court in Rajasthan State Electricity Board Vs Mohanlal (9), the High Court held that the Life Insurance Corporation of India is a State within the meaning of Article 12 of the Constitution. It observed :—

"If, therefore, the Life Insurance Corporation is a "State" then the amended rules of promotion which affect a particular class of employees who were not even consulted when the new rules were sought to be inducted and introduced, certainly offend Articles 14 and 16 of the Constitution when they are put in to effect.

I have already referred to this aspect." It directed that :—

"For all the reasons as above in W.P. No. 826 of 1972 a writ of Mandamus shall issue directing the 6th respondent to hear and determine the dispute

(9) A.I.R. 1967 S.C. 1857.

(7) 1964-I.I.J. p. 442

(8) 1962-I.I.J. p. 388

regarding item No. 7 of the reference in N.I.T. No. 2 of 1969 relating to the rules of promotion after notice to all parties concerned and pass an award thereon in accordance with law. It therefore follows that a writ as prayed for in W.P. No. 825 of 1972 should also issue. Both the writ petitions are allowed. There will be no order as to costs.

On appeal from the order of the learned Single Judge of the Madras High Court a Division Bench of the High Court held that :—

- (1) "The Life Insurance Corporation falls under Article 12 of the Constitution."
- (2) "We find that the Tribunal without any determination by itself of the issue referred to it and without applying its mind as to the fairness or justness of the withdrawal of item No. 7, which was referred to it by the Government, left that issue unresolved and consequently failed to discharge its public duty in not exercising its mind on matters covered by the issue".
- (3) The fact that the views of the Association dealing with the Higher Grade Assistants whose interest are sought to be affected thereunder not having been ascertained, we are of opinion that the settlement dated October 15, 1971 is violative of the terms of the award in N.I.T. No. 1 of 1969."

The Division Bench observed that the "view of Ramaprasada Rao, J., on all points decided by him is correct" and dismissed the appeals before it.

The Kerala High Court in O.P. Nos. 463/72, 6103/71 and 6180/71 observed :—

"I am inclined to agree with the contention that Ext. P 6 in so far as it deals with the transitional arrangement is unreasonable in the sense that it cannot be justified as necessary to achieve the purpose of implementing the promotion policy. In this view Exts. P 5 and P 6 are liable to be quashed to the extent they relate to the transitional arrangement with regard to the Superintendents."

The All India Insurance Employees Association preferred appeals to the Supreme Court, S.I.P. No. 2372 and 2373 of 1973, from the aforesaid decisions of the Division Bench of the Madras High Court. The Supreme Court by its order dated 15-10-1973 observed :—

"These petitions are dismissed in as much as admittedly at this stage the provisions of Sec. 49 of the L.I.C. Act were not complied with; the Rules issued were held invalid by the High Court. No other question falls for consideration, as these appeals could have been disposed of on that ground."

Mr. M. K. Rammurthi contended that after the aforesaid order of the Supreme Court the judgment of the Division Bench of the Madras High Court did not survive and all that survived was the order of remittance to this Tribunal. He argued that in view of the aforesaid order of the Supreme Court the judgments of the Madras & Kerala High Courts did not bar to any extent the jurisdiction of this Tribunal. While framing rules regarding promotion policy it could not be said that there was any question of violation of Articles 14 & 16 of the Constitution and it is open to this Tribunal to make an award creating new terms and conditions of service. He urged that this Tribunal is not fettered by any constitutional bar while providing for upgradation and it is a matter within its jurisdiction. According to him, the upgradation in question did not result in any discrimination and it could not be said that unequals were being treated equally or equals were not being treated equally. On the contrary, for the first time equals were sought to be treated equally.

One of the grounds on which the learned Single Judge of the Madras High Court struck down the provisions with regard to upgradation was that it was contrary to Section 49 of the L.I.C. Act. This view was affirmed by the Division Bench of the Madras High Court and the Supreme Court pointedly observed that :—

"Admittedly at this stage the provisions of Sec. 49 of the L.I.C. Act were not complied with; the Rules issued were held invalid by the High Court."

The Supreme Court appears to have taken the view that the upgradation as envisaged in the settlement of 1971 was contrary to the provision of Section 49 of the L.I.C. Act and was therefore bad in law. It did not follow that the aforesaid order of the Supreme Court obliterated the view of the Division Bench of the Madras High Court on the other questions on which it set aside the scheme of upgradation in the settlement of 1971. All that the Supreme Court said was that it was not necessary for it to consider the other questions because the view that it took was sufficient to dispose of the appeals before it. Even though the Supreme Court did not go into the other questions which were dealt by the learned Single Judge and the Division Bench of the Madras High Court it did not pointedly disagree with the view of the Madras High Court. I am not prepared to go to the length of saying that the aforesaid order of the Supreme Court obliterates or nullifies the views of the Madras High Court. There is no force in the contention that after the order of the Supreme Court what survives now is only the aforesaid order of the Madras High Court remitting the issue of promotion policy to this Tribunal. In any case the observation of the Supreme Court that the scheme of upgradation is hit by Section 49 of the L.I.C. Act remains and the effect of that observation is sufficient to nullify that scheme. If the decisions of the Madras and Kerala High Courts had not been taken up to the Supreme Court and had remained without being challenged in appeals I would have found myself in difficulties in taking a different view. That would have raised a question whether it is open to a National Tribunal to disregard the view of a State High Court. That may bring a situation that while the award of a National Tribunal may be effective in some States it may run counter to the view of the High Courts concerned of some other States. That would itself create an anomalous position.

I may, respectfully, express my own views on the question of upgradation.

Mr. D. L. Sengupta for the L.I.C. Higher Grade Assistants Association contended at the outset that the question of upgradation was beyond the limits of the pleadings of the All India Insurance Employees Association as also of the Corporation and it is not open to them to raise it before this Tribunal, relying on *J. K. Iron and Steel Co. Ltd., Kanpur Vs. The Iron and Steel Mazdoor Union Kanpur* (10), he argued that the Tribunal has to take the pleadings as they stand and it should adopt the general pattern followed by the Civil Court in not going beyond the pleadings. He contended that the proceedings before this Tribunal are in continuation of the proceedings of 1969 and the pleadings of the parties in the earlier Tribunal will limit the jurisdiction of this Tribunal and merely because there has been a fresh reference to this Tribunal it did not imply that the character of the reference has been altered. He further contended that the position as it stood in the Establishment Manual of the Corporation of 1966 could not be changed and on that ground also the question of upgradation cannot be considered by this Tribunal. He further argued that the question of upgradation was neither before the earlier Tribunal nor was it raised at the outset before this Tribunal. The Corporation as also the All India Insurance Employees Association have taken the stand that this Tribunal should adopt the Settlement of 1973 in its entirety. Only the All India L.I.C. Employees Federation had pleaded for upgradation, but it has no locus standi to make any improvement in the earlier stand that it had taken and it should not be permitted to resile from its earlier pleadings.

It is true that the question of upgradation was not before the earlier Tribunal. By agreement of the parties the Tribunal had agreed to leave item no. 7 relating to "Rules regarding promotion" to be mutually settled by the parties. It was only in the settlement of 1971 that upgradation of Section Heads as Special Assistants and Superintendents as Assistant Administrative Officers was agreed upon. The Madras and Kerala High Courts struck down the aforesaid provision for upgradation and the issue of Rules regarding promotion was again remitted to this Tribunal. Evidently, one of the grounds on which the settlement of 1971 was struck down by the Madras and Kerala High Courts was the aforesaid provision with regard to upgradation, and now since this Tribunal has been called upon to give its adjudication on the question of "Rules regarding promotion" of the Corporation it cannot refuse to look into the question of upgradation merely on the ground that it was not part of the pleadings of the parties either in the earlier Tribunal or initially before this Tribunal. In respect of the fact whether the question was or was not taken by the parties earlier, this Tribunal has to consider the question and may treat it as having to it impliedly as an amendment to the pleadings of the parties.

Again, Mr. D. L. Sengupta contended that promotion and classification of grades are separate questions and the latter cannot be incidental of the former. He stressed that the expression "promotion" is not specifically mentioned in the II & III Schedules of the Act and it will come in item no. 6 of the II Schedule while upgradation is mentioned in item No. 7 specifically and not as a residuary clause. He further stressed that the question of promotion can ordinarily be a matter triable by a Labour Court under Section 10(c) of the Act. But, for reference to a Tribunal under Section 10(1)(d) the dispute must pertain to any matter appearing to be connected with or relevant to a dispute specified in the II or III Schedules of the Act. He argued that upgradation not only involves promotion but it also implied classification of grades within the meaning of items 7 of the III & IV Schedules and the Tribunal can only deal with it if there has been a specific reference about it. He contended that promotion and upgradation are different concepts and upgradation could not be included in the expression "promotion". While promotion depends on several factors there is a wholesale delivery in upgradation.

Mr. Rammurthi replying to the aforesaid submissions of Mr. Sengupta contended that there are two specific issues relating to upgradation before me viz. issues nos. 4 & 7 and there is no question of going beyond the pleadings in upholding the provisions with regard to upgradation in the settlement of 1971. He argued that the dispute as regards promotion rules is wide enough to include in it the question of upgradation.

As I have mentioned above the question which has now been referred to this Tribunal relates to rules of promotion of the Corporation and the expression is broad enough, particularly in the context of the settlements of 1971 and 1973, to make it incumbent on this Tribunal to give its consideration to the provision with regard to upgradation in the settlement of 1971. I am not prepared to hold that merely because upgradation has not been included in the reference to this Tribunal, therefore, I should leave it untouched.

The provision under the settlement of 1971 with regard to upgradation automatically lifts a Section Head to the grade of a Higher Grade Assistant and a Superintendent to the grade of an Assistant Administrative Officer. It has been the consistent plea, particularly of the All India Higher Grade Assistants Association, that the aforesaid provision which brings the Section Heads on par with them was highly detrimental to their interests. It has made unequals into equals. Looking into the past history of the Section Heads it cannot be denied that they stood on a lower footing than the Higher Grade Assistants. The scales of pay of the Higher Grade Assistants from 1956 was higher than that of Section Heads. The automatic upgradation of Section Heads into Higher Grade Assistants was, to say the least, an erratic step. Perhaps the only reason why it seems to have been done was that the claims of Section Heads based on seniority were recognised in the settlement of 1971. On behalf of the All India Insurance Employees Association it was stressed that in fact the Section Heads enjoyed equal or even higher financial powers than that of the Higher Grade Assistants and it could not be said that they were not equals of Higher Grade

Assistants. On the other hand, the Higher Grade Assistants Association in its pleadings and evidence and also the Corporation emphasised that as a rule the Higher Grade Assistants were always treated as higher than the Section Heads. Their pay scale was higher than that of Section Heads. They were better qualified and were entrusted with work of greater responsibilities than the Section Heads. Mr. Anant Waman Dharwadkar (E.W.2) admitted that even under the settlement of 1970 separate scales were prescribed for Higher Grade Assistants and Section Heads and the Higher Grade Assistants were given a higher scale of pay. Mr. Sengupta contended that the Corporation had submitted to the proposal of upgradation under pressure of the All India Insurance Employees Association. There appears to be force in this contention. Mr. Anant Waman Dharwadkar (E.W.2) in his evidence stated :—

"In the course of the discussions on promotion procedure the question of promotional opportunities to class III and Class IV employees of the Corporation loomed large. The Unions were insisting that the Corporation should improve promotional opportunities. The Corporation felt that it would be possible to improve the promotional opportunities only if the upgradation of the two cadres takes place and it is for these reasons that provisions for upgradation were agreed to between the parties under the settlement of 1971."

What E. W. 2, Mr. A. W. Dharwadkar stated in answer to the questions put to him by Mr. D. L. Sengupta throws further light on the matter :—

Question : I put it to you that you compromised all the principles laid down in the annexure while entering into 1971 and 1973 agreements?

Answer : I have already mentioned that because of the process of collective bargaining, certain essential features which the management would not have agreed to normally have been accepted by way of compromise in the interests of peace and amity in this industry.

Question : Will you compromise your principle, how far, for the sake of collective bargaining?

Answer : Collective bargaining presupposes that there cannot be any rigidity in any matter.

It appears that the upgradation of section Heads as Higher Grade Assistants had no relation to merit and very likely it was promoted by considerations of seniority. I agree with Mr. Sengupta that merit of an employee, particularly in a public sector undertaking, cannot be sacrificed in public interest. The Corporation was not justified while agreeing to the mass upgradation of Section Heads as Higher Grade Assistants in ignoring the element of qualification. It may be that the Corporation submitted to the proposal of upgradation under pressure particularly of the All India Insurance Employees Association. It is open to this Tribunal to scrutinise the fairness and justness of the aforesaid upgradation as agreed upon in the settlement of 1971. The Supreme Court has expressed the view that the Tribunal should look into the fairness and justness of a compromise. In *Workman of Andhra Bank Ltd. and Andhra Bank Ltd.* (11), the Supreme Court allowed supersession on the ground of qualification. In *Eastern Bank Ltd. and Central Government Industrial Tribunal* (12), a person who had superseded had higher qualification. It was observed that qualification was a justification for promotion and in promoting such a person there was a sound exercise of discretion. There was risk of business suffering if qualification was sacrificed to seniority. In *All India Reserve Bank Employees' Association Vs. Reserve Bank of India* (13), it was held that seniority was to run from the date of confirmation in the particular grade. It was observed that all promotions were to be made at the discretion of the Bank. In promotions "seniority and merit should

(11) 1964-I-LLJ 243

(12) 1966-I-LLJ 647

(13) A.I.R. 1966 S.C. 305



ordinarily both have a part" and "seniority and merit should temper each other". In the State of Jammu and Kashmir vs. Triloki Nath Khosa (14), it was observed that classification on the basis of educational qualification was justified. The wholesale upgradation of Section Heads, was sought to be justified by the All India Insurance Employees Association on the ground that the duties performed by Section Heads were as onerous or perhaps more than those performed by the Higher Grade Assistants. W.W.11, B. S. Sharma gave evidence on behalf of the All India Insurance Employees Association. He is a Higher Grade Assistant and is a member of the Association. He is also a member of the Negotiating Committee and the Working Committee of the Association and is also a Divisional Secretary of the Association. According to him, 30 Higher Grade Assistants were members of the Association in the Ajmer Division. At the time of giving his evidence he was working at Ajmer in the Loan Section of the Policy Holder Servicing Department of the Divisional Office. In that Section there were 22 Assistants, 3 Section Heads and 1 Higher Grade Assistant i.e. the witness B. S. Sharma. He said that his duties were attending to correspondence and complaints. He said :—

"The Section Heads in my department receive the dak from the Superintendent and distribute among the Assistants and also check the loan quotations and if it is within their power they also pass the loan quotations. Besides supervising the work of Assistants they also check their quotations which also involve the calculation of loan and surrender value. I am not empowered to approve any loan quotation. The Superintendent distributes the work to him."

According to him the settlement was fair to the Higher Grade Assistants. He stated that financial powers upto 1965 were delegated only to the Section Heads and not to Higher Grade Assistants. But from 1965 to 1970 financial powers were also delegated to Higher Grade Assistants and "they were put above the Section Heads in matters of financial powers. After 1970 more amendments have been made and now the Section Heads and Higher Grade Assistants are on par in matters of financial powers." He further stated that "Upto 1965, relating to 22 items Superintendents and Assistant Administrative Officers were at par and now out of 35 items, there are 26 where both are at par in the rest 9 Assistant Administrative Officers have somewhat higher powers. The financial powers of Assistant Administrative Officers and Superintendents were exactly the same. After 1965, probably in 1969 or 1970, the Assistant Administrative Officers have been put financial powers and the latest position is that out of 35 items financial powers and the latest position is that out of 35 items in 26 items Superintendents and Assistant Administrative Officers are on par with financial powers and in the remaining 9 items the Assistant Administrative Officers financial powers are a little bit higher". He went on to say :—

"I am aware that the Government appointed a Committee in 1968 for investigating the working of the L.I.C. The Committee was under the Chairmanship of Shri R. R. Morarka. It expressed the view that in matters of duties and responsibilities, the Superintendents and AAOs are exactly on par. The Committee recommended the abolition of the post of Superintendent provided it did not hamper the promotional avenues of other Class III employees. The upgradation of Superintendents under the settlement of 15-10-1971 is in conformity with the recommendations of the Morarka Committee ..... Under the agreement direct recruitment to the cadre of AAO has been stopped."

"My Association has not given up the question of upgradation. My Association will like upgradation which is incorporated in the agreement of 1971."

He stated that his Association "not only claims the majority Union but is a majority Union. My Association is in majority in all Zones." ..... "If the upgradation as contemplated by the letter dated 15th February 1973 (Exhibit G/6) does not take place then in that case the terms of the settlement dated 15-2-1973 will remain incomplete. The settlement of 1973 had to go along with the letter dated 15-2-1973". He further stated that :—

"the nature of work performed by Assistants in these Departments differs from man to man and department to department. In some departments it may be said that the duties of Higher Grade Assistants and Section Heads are similar. In the Revival Unit of PHS Department of the Divisional Office, Ajmer, the duties of Higher Grade Assistants and Section Heads are similar because both have been empowered to attend to the job of revival. In Claims Department, those who look to maturity work, the functions of Higher Grade Assistants and Section Heads are similar. In the New Business Department also, the Higher Grade Assistants and Section Heads are on par in respect of underwriting of New Business. In Personnel Department Section Heads and Higher Grade Assistants look to different jobs. Again the work of Section Heads and Higher Grade Assistants differs in the Accounts Department. In the Personnel Department, Higher Grade Assistants look to disciplinary proceedings and recruitment and Section Heads attend to other jobs relating to Personnel Department." In his cross-examination Sharma stated :—

"I am aware to the fact that in Southern Zone no promotions to the cadre of Higher Grade Assistants have been effected so far since 1966. My Association has been protesting against stoppage of automatic promotion."

"My Association has no objection to the upgradation of Higher Grade Assistants to the cadre of Assistant Administrative Officer, if it does not affect the promotional avenues of other Class III employees."

"It is wholly wrong to say that what I have deposed is with a view to discredit the Higher Grade Assistants. It is also wrong to say that what I have deposed is according to the instruction of my Association."

Mr. Sengupta challenged the credibility of the evidence of Sharma on the ground that since he was an office bearer of his Association he could not be expected to say anything different to the stand taken up by his Association and he was not an independent witness. The aforesaid extracts from the evidence of Sharma (W.W.11) show that while he tried to prove that the duties performed by Section Heads and Higher Grade Assistants were of similar nature and so also the duties performed by Superintendents and Assistant Administrative Officers he did concede that to some extent the standing of Higher Grade Assistants was higher than that of Section Heads and so also the standing of Assistant Administrative Officers as compared to that of the Superintendents. He further admitted that Higher Grade Assistants had been directly promoted as Assistant Administrative Officers. The evidence of W.W.13, M. C. Thomas and W.W.14, N. M. Sundaram follows the line taken up by W.W.11, B. S. Sharma. Both Thomas and Sundaram are office bearers of the All India Insurance Employees Association and their evidence was assailed by Mr. Sengupta on the ground that they were not independent witnesses. L. N. Trikha, W.W.1, in his evidence adopted the stand taken up by the Higher Grade Assistants Association and stated that the Higher Grade Assistants were better qualified employees as compared to the Section Heads and grave injustice has been done to the Higher Grade Assistants by ungrading Section Heads on mass as Higher Grade Assistants and further by upgrading the Superintendents as Assistant Administrative Officers. On page 3 of the Corporation's reply to the LIC Higher Grade Assistants' Association the Corporation said that the duties of Assistant Administrative officers and Superintendents were different F.W.2, A. W. Dharwadkar, while dealing with the duties of Superintendents and Assistant Administrative officers stated:—

"I maintain that the duties and responsibilities of the Superintendents and that of Assistant Administrative Officers are not the same and identical. As regards the difference in duties between Superintendents and AAOs, AAOs have higher financial powers. The difference in duties between the two cadres, viz., Superintendents and Assistant Administrative Officers is as follows: While Superinten-



dent has no disciplinary powers over Class III employees. Assistant Administrative Officer has disciplinary powers over Class III and Class IV employees. Secondly, Superintendent cannot write confidential reports of his subordinates while Assistant Administrative Officer can write confidential reports. Assistant Administrative Officer has power to reprimand or warn an employee in writing while Superintendent does not enjoy these powers. Assistant Administrative Officer can take managerial decisions but not the Superintendent in the disposal of various matters. This is not exhaustive. The difference attributable to functions is also the difference attributable to responsibilities because one cannot be divorced from the other.....

The difference in financial powers is that Assistant Administrative Officer is allowed higher financial powers under several heads as compared to the powers given to a Superintendent."

The stand taken up by the Corporation has not been very consistent. It was also stated by Dharwadkar that the cadres of Assistant Administrative Officers and Superintendents were interchangeable. In view of the duties and functions of Assistant Administrative Officers and Superintendents it could not be said that the two posts were interchangeable in the sense that they carried similar duties and responsibilities. At this stage it may be mentioned that the Corporation adopted different attitudes at different stages. When put to pressure by the unions it bent down and later seems to have recovered its poise when the intensity of the pressure had decreased. Dharwadkar stated. --

"After the 1971 settlement was struck down by the Madras High Court and the reference was made to this Hon'ble Tribunal for adjudication of the item relating to rules regarding promotion, the Corporation and the parties to the settlement of 1971 reviewed the entire position in the light of legal verdict and decided as an expediency and in the interests of smooth administration to come to the terms which could be presented before this Hon'ble Tribunal for a consent award on rules regarding promotions. In the light of the order passed by this Hon'ble Tribunal on our prayer for a consent award in terms of the settlement of 1973 the question whether the LIC stands by the 1973 settlement or not does not survive in my opinion and in the opinion of the Corporation. After the order of this Hon'ble Tribunal at Pachmarhi the submissions that were made by the Corporation were in reply to the statements of the claims of the Unions including the All India LIC Employees Federation. (Witness's attention is drawn to paragraphs 11, 12, 13, 23 and 29 of the Corporation's reply to the written statement of the All India LIC Employees' Federation). It is correct to say that in the written statement the Corporation has played for an award in terms of the settlement of 1973 in view of the claims preferred by the various Associations representing the workmen (Witness's attention was drawn to paragraphs 28 and 32 of the same reply).

Question : I put it to you that in paragraph 28 of your reply to the Federation you took the stand that 15-10-1971 agreement was invalid and did not survive. Correct?

Answer : It is not correct to state that in paragraph 28 the Corporation took the stand that the settlement was invalid. It had only stated what the legal position was after the Madras High Court Judgment.

Question : I put it to you in paragraph 32 of the Corporation's replies to the said Federation you again said that agreement of 15-10-1971 did not survive, having been declared to be illegal and void ?

Answer --It is correct to say that any reference to 2,500 vacancies would be in admissible, invalid when the settlement dated 15-10-1971 has been declared to be invalid by

the Madras High Court and, therefore cannot be enforced by the Corporation. .... I maintain the reference before this Hon. Tribunal is limited to the rules regarding promotion and has nothing to do with upgradation."

The last sentence as quoted above would indicate that the present stand of the Corporation is against upgradation. During the course of arguments before me Mr. Bhowmik, the General Secretary of the All India Insurance Employees Association, stated with great vehemence that the Corporation had taken a somer sault and had unabashedly repudiated those very terms to which it had agreed to in the settlement of 1971 as also in its letter issued soon after the said settlement. The evidence on the record clearly shows that the duties and functions of Section Heads and Higher Grade Assistants on the one hand and Superintendents and Assistant Administrative Officers on the other were dissimilar and Higher Grade Assistant both by virtue of their qualification and their pay scale stood on a higher level than Section Heads and similarly the powers of Superintendents were lower than that of the Assistant Administrative Officers and there was no justification whatsoever for the upgradation of all Section Heads as Higher Grade Assistants and all Superintendents as Assistant Administrative Officers Mr. Sengupta was not beside the mark when he stated in course of his arguments before me that the settlement of 1971 was neither just nor fair and was the product of coercion by the All India Insurance Employees Association. He stressed that collective bargaining did not mean holding the nation to ransom by the employees of the Association. He described the settlements of 1971 and 1973 as result of collective fraud. I need not share Mr. Sengupta's vehemence by agreeing with his views that the settlements of 1971 and 1973 were the outcome of collective fraud. The fact, however, remains that the Corporation was seemingly pulverized by the pressure put up on it by the various unions and particularly by the All India Insurance Employees Association and chose discretion as the better part of valour in bowing to the demands of the Association and entering into the settlement of 1971 and later of 1973. The scheme of upgradation envisaged by the 1971 settlement does away with the cadres of Section Heads and Superintendents. This is bound to effect the promotional avenues of a large number of Assistants as also of Section Heads. An Assistant could look up to be promoted as a Section Head and then as a Superintendent. If these two posts are abolished then such Assistants who are not qualified for promotion as Special Assistants will have little prospect of any promotion. There were as on 31-3-1973, 2763 Section Heads and 641 Superintendents. The Assistants are persons of varied qualifications. Some of them are technically qualified, some of them have passed departmental tests, some are Law Graduates and some hold Diplomas or Degrees in Engineering, while some of them are even Non-matrices. Those Assistants who can not compete with their better qualified colleagues might have a chance of becoming Section Heads partly on the ground of their seniority. If the post of Section Head is abolished such persons will have not much to look forward to. It appears that the Corporation is oblivious to the necessity of keeping a distinction between its officer and clerical cadres. The post of an Assistant is an entrant post and it is all mixed up between the two types. It would be desirable if, with a view to safe guard the interest of the ministerial section of the Assistants, the cadres of Section Heads and superintendent, are retained. I.W.2, A.W. Dharwadkar, himself admitted that there should be two channels of promotions viz. (i) from Assistants to Section Heads and from Assistants to Higher Grade Assistants and from the latter to Assistant Administrative Officers and (ii) from Higher Grade Assistants to Assistant Administrative Officers. Thus the abolition of the posts of Section Heads and Superintendents is not likely to bring any benefit to a large number of Assistants. Again the wholesale promotion of Section Heads as Higher Grade Assistants regardless of merit is hardly justified. Similarly the wholesale promotion of Superintendents as Assistant Administrative Officers regardless of the existing vacancies and without any reference to qualification is, to say the least, an erratic proposal. It could not be said that Section Heads or Superintendents are entitled to get automatic promotions. They may be senior employees and some of them may be persons of experience which may entitle them to promotions. On the other hand, there may be persons who are dead wood and all that could be said in their favour may be that they are holding their respective posts because they are there and they are being suffered and tolerated.

The following chart (Ex. M/20) shows the financial powers of Section Heads and Higher Grade Assistants :—

Nature of power	Section Heads		Higher Grade Assts.	
	Before 8-8-72	After 8-8-72	Before 8-8-72	After 8-8-72
1	2	3	4	5
1. Admission and payment of claim by maturity	3000	5000	5000	5000
2. Loans	Nil	500	Nil	500
3. Adjustment of Deposits	500	1000	1000	1000

1	2	3	4	5
4. Underwriting & Revivals				
(a) Std. lives & Revival on terms other than the original terms	5000	7,500	7,500	7,500
(b) Sub-std. lives & revival on terms other than the original terms	2000	3000	3000	3000
5. Signing Policies	Nil	Nil	All policies	All Policies

It would appear that before 8-8-1972 in several matters the financial powers of Section Heads were comparatively less than that of the Higher Grade Assistants and it was only after 8-8-1972 that they were increased. The following chart shows the financial powers of Superintendents and Assistant Administrative Officers :—

Nature of Power	Superintendents		Assistant Administrative Officers	
	Before 8-8-72	After 8-8-72	Before 8-8-72	After 8-8-72
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
1. Admission and payment of claims—				
(a) by maturity	10,000	10,000	15,000	15,000
(b) (i) By death	5,000	5,000	7,500	7,500
(ii) Multipurposes etc.	2,000	2,000	3,000	3,000
(c) Capital Redemption Policies	5,000	5,000	7,500	7,500
2. Annuities	1,000	1,000	2,000	2,000
3. (a) Loan	1,000	3,000	2,000	5,000
(b) Surrenders	1,000	1,000	2,000	2,000
4. Adj. of Deposits	10,000	10,000	10,000	10,000
5. (a) Refund of premiums	100	100	100	100
(b) Refund of deposits	250	200	250	250
6. Underwriting & Revivals				
(a) Revival on DGH	Full sum assured	Full sum assured	Full sum assured	Full sum assured
(b) Std. lives & revival on original terms.	10,000	10,000	10,000	10,000
(c) Sub-std. lives & revival on terms other than the original terms	5,000	5,000	7,500	7,500
7. Signing of policies	All policies	All Policies	All Policies	All Policies
8. Waiver of pr. other than Automatic Non-forfeiture	3	3	3	3
9. Alterations & Quotations	Full sum assured	Full sum assured	Full sum assured	Full sum assured
10. Signing of endorsements	All Policies	All Policies	All Policies	All Policies
11. Do.	Do.	Do.	Do.	Do.
12. Reg. of Nomination and Assignment etc.	Full sum assured	Full sum assured	Full sum assured	Full sum assured
13. Age admission and correction in policies	Do.	Do.	Do.	Do.
14. Removal or imposition of extra premium	5000	5000	5000	5000
15. Payment of Commission	Actual earned	Actual earned	Actual earned	Actual earned
16. Payment of Med. fees.	Actual fees according to Schedule	Actual fees according to Schedule	Actual fees according to Schedule	Actual fees according to Schedule
17. Monthly Advances to Agents.	90% of 1/12th of the renewal commission to active agents earning more than Rs. 600/- per year.		90% of 1/12th of the renewal commission to active agents earning more than Rs. 600/- per year.	

1	2	3	4	5
19. Salaries & Other allowance including P.F. contributions.	Actuals calculated in accordance with the rules		Actuals calculated in accordance with the rules	
20. Travelling exp., including advances Class II Class III & Class IV employees	Do.		Do.	
21. Bonus commission to Div. Officers,	Do.		Do.	
22. Advances against salaries	In accordance with the rules		In accordance with the rules.	
23. Printing & Stationery	Actuals within the sanctioned budget granted.		Actuals within the sanctioned budget grant.	
24. Bank charges	Actuals	Actuals	Actuals	Actuals
25. All other misc. charges such as carriage & freight, Postage & Telegram, Receipt stamps, Dhobi charges, etc.	Actuals within the sanctioned budget grant.		Actuals within the sanctioned budget grant.	
26. Contingent expenditure of non-recurring nature	Rs. 25	Rs. 25	Rs. 25	Rs. 25
27. Payment to the authorities concerned of recoveries effected from salary	Full	Full	Full	Full
28. Payment to Post & Tele., Electricity, Municipality etc.	Actuals according to Rules		Actuals according to rules.	
29. Imprest Cash	Rs. 1000	Rs. 1000	Rs. 2000	Rs. 2000
30. Office Rent	Actual as per sanction		Actuals as per sanction	

It is evident that in several matters the financial powers of assistant Administrative Officers are higher than that of the Superintendents. Ex. M/13 gives a comparative statement of duties of Higher Grade Assistants and Section Heads and Superintendents. It runs thus :—

Here too the Higher Grade Assistants are assigned several types of work which cannot be performed either by Superintendents or Section Heads. The following figures taken from Ex. M/21 show the number of Superintendents and Higher Grade Assistants promoted to the cadre of Assistant Administrative Officers.

Particulars of work	H.G.A.	Section Heads	Supdt.
1. Analysis of Company Balance Sheets in Investment Dept. Central Office.	Yes	No	No
2. Research in the availability of Investment openings	Yes	No	No
3. Signing of Policy Documents	Yes	No	Yes
4. Keeping liaison with employers in respect of S.S.S. policies	Yes	No	No
5. Translation and preparations of publicity material in the publicity Dept. both at Zonal and Central Office.	Yes	No	No
6. Internal Auditing	Yes	No	No
7. Attending to special projects such as mortality investigation, Office organization and methods	Yes	No	No
8. Checking and approving of Loan quotations and passing payment of Loans	Yes upto Rs. 500	Yes upto Rs. 500	Yes upto Rs. 1000
9. Keeping Liaison with Officers in Depts. in connection with Inspection & Audit.	Yes	No	No
10. Signing of routine correspondence.	Yes	No	No
11. Preparation of trial balances of Accounts in Divisional Offices	Yes	No	No
12. Investigation of claims in the Divisional Headquarters.	Yes	No	No
13. Drafting Group Insurance Policies	Yes	No	No
14. Drafting of Annuity Policies	Yes	No	No

Year	Superintendent	Higher Grade Assistant	Total
1961	87	—	87
1962	84	6	90
1963	21	20	41
1964	71	14	85
1965	52	30	82
1966	76	26	102
1967	12	23	35
1968	25	15	40
1969	36	46	82
1970	27	29	56
Grand Total	491	209	700

The aforesaid figures show that between 1961 to 1970 out of 700 promoted to the cadre of Assistant Administrative Officers 491 were Superintendents and 209 were Higher Grade Assistants. As a matter of fact, between 1967 and 1970 while 113 Higher Grade Assistants were promoted to the cadre of Assistant Administrative Officers only 100 Superintendents were so promoted. This will show that apparent injustice would result if all the Superintendents are straightway promoted as Higher Grade Assistants while all the Higher Grade Assistants will remain where they are with only the changed designation of Special Assistants. The aforesaid charts clearly show that the Higher Grade Assistants were performing more responsible work and had greater financial powers right upto 8-8-1972 as compared to the Section Heads. The scheme of upgradation while bringing the Section Heads into par with the Higher Grade Assistants is obviously prejudicial to the interest of the latter.

I may also refer to the contention of Mr. Sengupta that Section Heads and Superintendents perform supervisory duties and, therefore, they are not workmen. In the alternative, he contended that if the duties of Superintendents and

Section Heads were not of supervisory nature, then they had no right to be placed over the Higher Grade Assistants. He, however, conceded that in *Burmah Shell Oil Storage & Distribution Company of India* and the *Burmah Shell Management Staff Association* (15) it was observed that the test for determining whether the duties were of supervisory nature or not, designation was not the decisive factor. He went on to contend that if supervisory work is deleted from the duties of Superintendents and Section Heads, then the only thing left in their favour, as compared to Higher Grade Assistants, was their length of service. Mr. Rammurthi replying to the aforesaid contentions of Mr. Sengupta referred to *All India Reserve Bank Employees' Association Vs. Reserve Bank of India* (16) and argued that the question of a personnel coming in supervisory category has to be determined from the following factors :—

- (a) principal function must be of a supervisory character.
- (b) object of employment must be to do principally supervisory work.

(c) salary must be more than Rs. 700 per month. He, however, contended that no specific issues had been raised to determine whether Section Heads and Superintendents were employed for supervisory work and duties and mere evidence that they perform some supervisory functions was not sufficient. I need not go further into the question because it was not seriously urged before me that the Section Heads or Superintendents perform such duties of supervisory nature which would put them beyond the pale of the definition of a workman within the meaning of the *Industrial Disputes Act*. I have, therefore, proceeded on the assumption that Section Heads and Superintendents are workmen within the meaning of the *Act*.

Taking all the circumstances into consideration, I have no hesitation in holding that the stipulations in the settlement of 1971 with regard to upgradation of all Section Heads as Higher Grade Assistants and all Superintendents as Assistant Administrative Officer are unfair, unreasonable and in any case not conducive to the smooth working of the Corporation in the light of its objectives and responsibilities to the millions of policy holders scattered throughout the country.

The claim for abolition of upgradation to any category or cadre may fall within the ambit of the reference to this Tribunal, but, as mentioned above, the abolition of the cadres of Section Heads and Superintendents and the upgradation of Section Heads and Superintendents as envisaged in the settlement of 1971 is unwarranted, illegal and unjustified. I answer issue No. 7 accordingly.

#### ISSUE NO. 4 :

I have already expressed the view that I am not bound by the Settlements of 1971 and 1973. Their provisions will be considered by me on merits and in so far as they are fair and reasonable they may be incorporated in my award. I have already held that the provisions in the settlement of 1971 with regard to upgradation cannot stand.

#### ISSUE NO. 11 :

Even assuming that the provisions for treating the cadres of Section Heads and Superintendents as closed cadres are not beyond the scope of this reference I am not prepared to uphold any such provision. In my view, there is no necessity for abolishing the cadres of Section Heads and Superintendents and in such circumstances the question of treating the aforesaid cadres as closed cadres will not arise.

#### ISSUE NO. 3 :

I have already held that the reference before me with regard to "Rules of Promotion" in the Corporation is competent. The question, however, is as to what is the scope of such competency. It was stressed on behalf of the Corporation that even if I have jurisdiction to deal with the dispute regarding rules of promotion I should confine myself only to laying down the broad guide lines regulating promotions and not go into its details. On the other hand, Mr. Rammurthi contended that I should go into the details and lay down the rules with regard to the promotion procedure of the Corporation. In some cases in which the question of promotion was considered by the Supreme Court it was held that promotion cannot be claimed by an employee as of right and seniority cannot be the sole determining criteria of promotion. In some cases it was held that the management had acted correctly in promoting employees who were better qualified while ignoring the claims of employees based on seniority alone.

The management of a business concern is primarily responsible for its efficient and smooth running. It has to see that only such persons are placed on posts who can discharge their duties efficiently. The management has thus to take care that those who have been entrusted with the performance of duties at various levels in the concern are sufficiently qualified and are otherwise competent to discharge their respective duties. If the hands of the management in securing the best personnel for carrying on the concern's work are tied down it will obviously effect its smooth working. Even in the case of privately owned enterprises, a Tribunal will not like to encroach on managerial functions in the matter of promotion. It would only interfere where there is obvious injustice to the existing employees and they are denied a fair chance of promotion. Referring to clerks employed in banks the *Sastri Award* expressed the view that they cannot be expected to regard a clerical career as an end in itself. It was observed :—

"A clerical career is only a beginning which, with efficiency and diligence, should take the employee to officers' grades as well and open out a responsible and lucrative career in later years of service."

I respectfully agree with the aforesaid view. Similarly, the employees in other categories can look forward to rise in their service. When direct recruitment to particular posts is sought to be made by the Corporation deserving men already in service "who come up to the required educational qualifications should also be enabled to compete for such recruitment by a reasonable relaxation of the rules relating to age and other restrictions, if any."

While dealing with the procedure with regard to promotion in the Corporation it has to be borne in mind that the latter is a statutory body which has been entrusted with the exclusive monopoly of carrying on life insurance business in the Country. It has no rivals with whom it may have to compete in the field of insurance business. Even now as a business concern the Corporation has become a colossus. Its field of activity has grown considerably ever since it came into existence and it is continuously expanding. It has a vital bearing in the Country's economy. It takes money from the millions of insured persons in the Country and it has been entrusted with the task of seeing that the money is dealt with and invested in the interest of the people themselves. It has acquired controlling interest in several business combines in the public sector. The total individual assurance business in force as on 31st March, 1973 was Rs. 9,204 crores under 168.76 lakhs policies. The total book value of the investments of the Corporation as on 31st March, 1973 amounted to Rs. 2,172 crores. It has made huge investment in different spheres which directly benefit the people themselves. It is of vital importance for the smooth running of the Corporation's business activities that its employees at different levels are persons who are fully qualified for shouldering and discharging their duties. It necessarily follows that the management must have a free hand in the matter of promotion and that must be the primary duty of the management itself. This Tribunal is not prepared to encroach on such responsibilities of the management unless, as mentioned above, it acts in a manner which on the face of it is unfair and unjust to its employees. What the detailed rules with regard to promotion should be must remain the responsibility

(15) 1970 (II) L.J. S. C. Page 590;

(16) AIR 1966 (SC) p. 305

of the Corporation itself and it is not possible for this Tribunal to encroach on the management's field of responsibility

Mr Rammuthi in course of his arguments before me admitted that the All India Insurance Employees' Association's efforts had succeeded for the first time inasmuch as the Corporation has conceded that the question of rules regarding promotion is not the exclusive responsibility of the management and the employees also have a share in it. This is a dangerous doctrine which may prove disastrous if pushed further. The Corporation has been set up by the Parliament of India "as a step in the direction of more effective mobilisation of people's savings". It is run by the people's money in the interest of the people. There is no question of any exploitation by capitalists of their workmen. It is not fully realised even now that the relationship between a management and its workmen in a public sector enterprise and particularly in banks and in institution like the Corporation has acquired a new meaning and the old concepts of exploitation by capitalists of labourers have become obsolete and worn out.

It is now well recognised that labour is not a commodity that can be bought and sold and the dignity of human labour and its rights demand full recognition. In India's First Five Year Plan it was stated —

"The basic needs of the workers for food, clothing and shelter must be satisfied. He should also enjoy improved health services, wider provision of Social Security, better educational opportunities and increased recreational and cultural facilities. The conditions of work should be such as to safeguard his health and protect him against occupational and other hazards. He should be treated with consideration by the management and he should have access to impartial machinery if he fails to get a fair deal. Finally he should have freedom to organise and adopt lawful means to promote his rights and interests."

But while the management has to see that its employees are treated justly and fairly and are provided with the necessary facilities it does not follow that a concern like the Corporation should be treated as the exclusive preserve of its employees and it should be run only for the benefit of the latter regardless of the interests of the vast body of people who have remained seemingly unorganised at present since they have no trade unions to protect their interests in the Corporation. The employees of the Corporation cannot be denied the freedom to organise and adopt lawful means to promote their rights and interests, but such activities cannot be allowed to transgress limits which may result in mauling and undermining the paramount interests of the people. It is in public interest that the Corporation should discharge its duties efficiently and in a business like manner so that the people may be benefited. This can only happen when the Corporation's business is run in an efficient manner and it is for the management itself to see that it is so done. The then Finance Minister of India had rightly said —

"It is our intention to see that those who are entrusted with the running of nationalised insurance have the discretion and freedom of action necessary to enable them to secure maximum efficiency."

It must irresistibly follow that the management of the Corporation must have a free hand, subject to safeguarding the rightful claims of its employees, in seeing that the right people are placed in different cares of service either by promotion or by direct recruitment.

There is another aspect of the matter which cannot be ignored. The LIC Act itself lays down the provisions with regard to the conduct of the Corporation's business. The provisions of the LIC Act and the Staff Regulations empower the Corporation and its Chairman to make the necessary rules with regard to the conduct of the business of the Corporation.

Section 23(1) of the Act says that for purpose of enabling it to discharge its functions the Corporation may employ such number of persons as it may think fit. Section 48 empowers the Central Government to make rules for carrying out the purposes of the Act and such rules may

provide for the term of office and the conditions to service of members and the conditions subject to which the Corporation may appoint employees. Section 49 empowers the Corporation to make regulations to provide for matters including the method of recruitment of employees and agents of the Corporation and the terms and conditions of their service. Section 7 of the Staff Regulations of 1960 provides for recruitment and promotions. Section 7(3) says —

Promotion shall be based on merit, suitability of the candidate for a particular post and seniority. Merit and suitability may be judged by confidential reports and/or interviews and/or examinations."

Section 4 empowers the Chairman to issue the necessary instructions and directions for giving effect to and carrying out the provisions of the Regulations and for securing effective control over the staff employed in the Corporation.

The aforesaid provisions of the Act and the Staff Regulations undoubtedly fetter the powers, if any, of this Tribunal in making any detailed rules with regard to promotions in the Corporation. I have no hesitation in holding that it is beyond my powers to make any detailed rules with regard to the promotion procedure of the Corporation. I can only formulate the guide lines which could adequately protect the rights of the employees in the matter of promotion. Beyond that I cannot go.

#### ISSUE NO 8 :

Before proceeding further it is necessary to give the figures showing the number of Record Clerks, Section Heads, Higher Grade Assistants and Superintendents and Class IV employees as on 31-3-1973. They were —

"Record Clerks	2617
Assistants	27359
Section Heads	2763
Higher Grade Assistants	2196
Stenographers	852
Superintendents	641
<b>Class IV :</b>	
Drivers	210
Sepoys	6408
Cleaners	589"

Ex M/14 gives the comparative figures of the cadre strength of Higher Grade Assistants and Superintendents —

"As on	No of H G As	No of Supdts
31-3-65	1490	956
31-3-66	1951	913
31-3-67	2114	838
31-3-68	2173	871
31-3-69	2238	813
31-3-70	2164	815"

Ex M/18 gives the scales of pay and allowances etc applicable to Class III & Class IV employees —

<b>Basic Pay :</b>	
Record Clerks	Rs 145 5-180-7-215-FB 7-250-8-290-10 300 15-330 (25 years)
Assistants	Rs 170 7 177-8-209-10 269-12-305-15 380 EB-20-500 (25 years)
Stenographers	Rs 196 12 220-15-325 20-385-EB-20 545 (20 years)
Section Heads	Rs 210-10-220-15-325-20-525 (21 years)

Higher Grade	Rs. 245-15-320-20-360-EB-20-600-25-
Assistants :	650(21 years)
Superintendents :	Rs. 330-25-680-30-740 (16 years)
<b>Class IV</b>	
Sweepers :	111-3-132-4-176-6-200 (22 years)
Peons :	116-3-137-4-181-6-205 (22 years)
Drivers :	161-5-206-6-230 (13 years)

**Dearness Allowance :**

75 per cent neutralisation for Class III employees. 100 per cent neutralisation for Class IV employees. Quarterly basis on 4 points rise or fall in All India Working Class Consumer Price Index.

**City Compensatory Allowance :**

Rs. 10 p.m. at twenty-seven centres for Class III and IV employees.

**House Rent Allowance :**

Class III employees	Rs. 20/- p.m.
Class IV employees	Rs. 15/- p.m.

**Medical Benefit Scheme :**

Rs. 100 p.a. plus Eight major diseases, operations and accidents at given rates for employees only (both Class III and Class IV employees).

**Water Scarcity Allowance :** All Class III and Class IV employees will be paid this allowance at places where such allowance is paid by the Central or State Governments at the same rate, duration, terms and conditions as may be prescribed by the Central/State Governments.

**Hill Allowance :** Basis—All stations above 4000 ft./S.L. plus Meicara. Quantum—15 per cent, Maximum Rs. 75 minimum Rs. 20.

**Leave Travel Concession :**

Class III : III Class train fare for 1200 Kms. or home town minus 200 kms. once in two years.

Class IV : III Class for 1200 kms. once in two years.

**Bonus :** 10 per cent of the emoluments, viz. basic pay, special pay (wherever applicable) and D.A., including Additional D.A.

**Working Hours :**

Clerical staff : 34-3/4 hours weekly.

Sub-staff : 40-3/4 hours weekly.

Drivers & Building Maintenance Staff : 48 hours weekly.

**Holidays :** Bank Holidays.

**Casual Leave :** 15 days during the period of 12 months from 1st July to 30th June; plus additional casual leave.

**Privilege Leave :** Privilege leave earned by an employee shall be 1/11th part of duty.

**Sick Leave :** 30 days on half pay for each completed year of service subject to a maximum of 16 months throughout the entire period of service."

The Settlement of 15th February, 1973 which was meant to remain in force upto 31-12-1974 has deleted the provisions with regard to upgradation with some minor modification as mentioned above. It repeats the provisions of Settlement of 1971 with regard to promotion in the Corporation. It has one remarkable feature on which, in spite of the wide divergence of views expressed by the different Unions, there is complete unanimity. All the Unions who were parties to the dispute before me have contended that direct recruitment from outside should be stopped and the settlement of 1973 provides for such stoppage of direct recruitment. The only exception that seems to have been made in the settlement of 1973 is in respect of promotion to the cadre of Assistants where it is said :—

"Direct recruitment to posts requiring technical qualifications or skill such as Actuaries, Chartered Accountants, Engineers and Architects will however continue."

In promotion to all other categories, direct recruitment from outside is completely closed by the settlement of 1973. Promotion to the cadre of Sepoy/Watchmen/Liftmen/Hamals is confined to the rank of Sweepers and cleaners in the employment of the Corporation. Promotion to the cadre of Head Peons is confined to the rank of Sepoys in the employment of the Corporation. Promotion to the cadre of Record Clerks is again confined to the sub-staff who have completed two years' service in the grade. None of the unions raised any dispute before me with regard to the correctness or otherwise of the procedure of promotions in the aforesaid categories of employees.

Promotion to the cadre of Assistants in the Settlement of 1973 is confined to :—

- Record Clerks and Class IV employees who are graduates.
- Under-graduate Record Clerks or Class IV employees who possess the qualifications prescribed for direct recruitment to the cadre of Assistants.
- Matriculates Record Clerks with 5 years' service as Record Clerks.
- Non-Matriculate Record Clerks with 10 years' service as Record Clerks.

If recruitment to the cadre of Assistants from outside and all promotions in the vacancies to this cadre are to be filled up from the ranks of Record Clerks and Class IV employees as mentioned above the fate of the Corporation may well be visualised. It has come in evidence that the cadre of Assistants in the principal entrance cadre for Class IV employees from which promotions are made to the cadres of Section Heads, Superintendents and Higher Grade Assistants and from there on to the cadre of Assistant Administrative Officers. The number of Assistants in the employment of the Corporation as on 31st March, 1973 was 27359. Their ranks contain persons of varied qualifications and merit. Some of them are technically qualified, some of them have passed the departmental promotion tests, some of them are Law graduates and even persons holding Master's Degree in Law and some of them hold diplomas and degrees in engineering. The cadre of Assistants seems to be at present the pivotal cadre from which the Higher Grade Assistants are drawn. E.W. 2, Dharwadkar has said :—

"The second feature which again reflects the compromise is this. Under the settlement, not more than 50 per cent of the vacancies in the Assistants' cadre are reserved to be filled through internal promotions. Assistant's Cadre, by and large, that is to say exceptions apart, is the only cadre for direct entry into the service of the Corporation. Because of this position, all eligible candidates who pass stiff written tests in Arithmetic and English and also go through the searching interviews can find a place in the employment of the Corporation. The standards of direct recruitment to the category of Assistants are also very high, viz. SSC or equivalent with 60 per cent marks, Intermediate with 55 per cent marks and Graduates with 50 per cent marks. But that is not the whole story. Not all those who satisfy the conditions of eligibility are allowed to compete. Only ten times the number of vacancies is allowed to compete and by this process only the best among them, that is to say among the eligibles, are allowed to sit for the test. As against this, the settlement provides that Graduates Record Clerks and Sepoys and Sweepers who are Graduates, Intermediate Record Clerks and Class IV employees, Matriculate Record Clerks with 5 years' service and non-Matriculate Record Clerks with 10 years' service are to be considered eligible for promotion without any test, without any interview, just automatically to the post of Assistants. It is not the case of the Corporation that sub-staff or Record Clerks

should not be considered eligible to compete for Assistant's post. Certainly they should be allowed to compete. As a matter of fact, they should be given preference over outsiders provided they attain the standards prescribed for outsiders and pass the prescribed test in English and Arithmetic as also the interview. The Corporation has to achieve certain objectives. These objectives can be achieved if efficient and prompt service is given to policy holders. Assistants constitute the only single entry cadre and constitute the largest category. If this category is not composed of qualified and competent hands then it will not be possible for the Corporation to run the administration.

The practice of recruitment of Assistants which has been followed so far by the Corporation appears to be just and reasonable. If this system is disturbed it will result in the Corporation being staffed and run by such employees who with some exception may easily fall in the category of mediocrities.

Much of the present difficulties of the Corporation seems to have come to it as a result of absorption of the staff of a large number of former Insurers whose qualifications were hardly of any uniform pattern. Some Insurers very likely had a competent staff while this could not be said in the case of others. After nationalisation of Insurance the staff of all the former Insurers were absorbed in the Corporation. It appears that in the process of absorption there was not sufficient screening and the employees of the former Insurers were just fixed in the Corporation as best as it could be done. Some of them by virtue of their past seniority in the course of time were promoted to higher cadres. E W 2, A W Dharwadkar stated —

"I am aware that there are some Matriculates in the cadre of Superintendents, Assistant Administrative Officer, Administrative Officer and Assistant Divisional Manager and even Divisional Manager. I am also aware that Shri V P Menon was a non-Matriculate who rose to the position of a Secretary. I am not aware whether there are any non-matriculates among the ranks of Divisional Manager and Dy Zonal Manager. It is possible that because some non-matriculates were holding important positions in the private insurance companies their services stood transferred to the Corporation under section 11 of the LIC Act and that is why they have been either categorised as officers or have subsequently been promoted. I am not aware whether they continue to get promotions but I am aware that lesser qualification is not a bar to promotions in Class I or Class III."

The Corporation gave automatic promotions to those Assistants who had acquired technical qualification by making them Higher Grade Assistants. This was a hasty and faulty step and it evidently created much confusion and also bitterness among the members of the staff which was admitted by E W Dharwadkar. He said —

"Earlier about the year 1957 a scheme of special increments was introduced in favour of those who passed the prescribed technical examinations. Because of the introduction of this scheme and because under the promotion procedure which was introduced on 21st July 1960 technically qualified employees came to be promoted straightaway to the cadre of Higher Grade Assistants against available vacancies without following the procedure prescribed for selection of candidates for promotion to higher cadres. This straightaway promotion coupled with the incentives allowed by way of special increments gave a big boost to the existing employees who took to these examinations whole heartedly, in the result every year large number of technically qualified employees came to be promoted initially to the cadre of Higher Grade Assistants. Such of those as were promoted were placed in the same section as was controlled by a Section Head. But with this arrangement, because the Higher Grade Assistants enjoyed a superior status they could not

be expected to submit to the jurisdiction and control to Section Heads. Higher Grade Assistants were asked to report either to a Superintendent in charge or an Assistant Administrative Officer in charge. This created an anomalous situation and effectively jeopardised supervision and control of a Section."

"The rapid promotions granted to the technical employees i.e. those who had passed the prescribed technical examinations created genuine doubts in the minds of others, i.e. non-technical employees, that in the Corporation promotions would be exclusive preserve of technically qualified employees. The attitude of suppressed hostility in one and uncondoned glee or victory in other led to serious conflict which affected smooth working of the Corporation."

If the Corporation immediately after nationalisation of insurance business had split up the Assistants into two sections—the clerical and the subordinate officers' grade, much of the difficulties which it is now facing would have been eliminated. Classification of the clerical cadre akin to that of the Lower and Upper Division Clerks in the Government Department would have been a wiser step while those Assistants who were well qualified should have been put in the subordinate officer's grade. Had such classification been made at the very outset one set of Assistants could be promoted as Section Heads and Superintendents and eventually Assistant Administrative Officers. The other class of Assistants with better academic and technical qualifications could have been given another designation and their channel of promotion could have been to Higher Grade Assistants and then as Assistant Administrative Officers. As it is, the present cadre of Assistants needs drastic reshaping. In the interest of smooth working of Corporation, it is necessary that while a certain percentage may be reserved for qualified Class IV employees by promotion there must be direct recruitment to the cadre of Assistants by open competitive examination in which Class IV employees may also be eligible for competing with suitable relaxation of age limit.

I do not think it is necessary to open the ranks of Section Heads and Superintendents to recruitment from outside. The vacant posts in these cadres can easily be filled up from the ranks of Assistants and Section Heads.

The Settlement of 1973 confines promotion to the cadre of Higher Grade Assistants from the Assistants and direct recruitment has been opposed by the Higher Grade Assistants Association as also by the other Unions. I see no justification for stopping direct recruitment to the cadre of Higher Grade Assistants. As the evidence before me shows there are a large number of well qualified Assistants in the employment of the Corporation who could well be promoted as Higher Grade Assistants. For some time till such qualified persons among the Assistants are absorbed in the cadre of Higher Grade Assistants the process of direct recruitment may be halted, but the cadre of Higher Grade Assistants should be regarded as an entrance cadre for recruitment to the Officer's cadre in the Corporation and there must be fresh blood in this cadre in the interest of the Corporation itself. The rights of the existing employees of the Corporation can easily be safeguarded by allowing them to appear in the competitive examination for recruitment to the posts of Higher Grade Assistants with suitable relaxation of age limit.

The very objects of the Corporation and the extent of its present business and its likely expansion in future years requires that its members of the staff should be well qualified persons who may be able to perform their duties in a satisfactory manner.

FW 2 Mr A W Dharwadkar stated that the Corporation enjoyed the exclusive monopoly of carrying of LIC business. He said —

"This exclusive monopoly carries with it certain obligations. These obligations are enshrined not only in the LIC Act, but also in several directions given by the Government of India under the LIC Act. The first objective is development of life insurance business to the best advantage of the community. The second objective is development of life insurance

as far and wide as may be possible. The third, is, effective mobilisation of people's saving. The fourth is, complete security to policy holders. The fifth, with which all are very much concerned is prompt and efficient service to the policy-holders. The sixth is, conducting of business in a spirit of trusteeship with utmost economy and with the full realisation that the money belongs to the policy-holders. The last but not the least, is economic premium rates. My submission is that if the Corporation is to discharge these functions, as it is duty bound to do so, the promotion procedure which this Hon. Tribunal may compel the LIC to adopt, has to serve these objectives of the Corporation and at the same time provide incentives to the employees for advancement."

As mentioned above, the Corporation is entrusted with the money of the people of the Country and the business conducted by it has to be run in the interest of the people in the best possible manner and with utmost economy. The Corporation even now is one of the biggest enterprises in the public sector. It must be staffed by the best talent available in the country. Any process of thinking which limits the interests of the Corporation to its existing employees is grossly erroneous. It will be a very painful line of reasoning to say that the Corporation should be run in the interest of its existing employees and all the avenues of promotion at present and in future should be confined to the existing members of the staff and the entrance of outsiders should be stopped. All the text-books concepts with regard to exploitation of workmen by profit seeking capitalists has no relevance in the context of public sector undertakings which are not run by the capitalists, but by the people's Government with the people's money. Conflict, if any, between the workmen and the management of such undertakings in the last resort becomes a conflict between the employees of such undertakings and the people at large. W.W. 14 N.M. Sundaram in his cross-examination stated :—

"We are determined to make the management agree to creating more vacancies due to the tremendous expansion of the Corporation's business. If the agreement of 1971 is implemented, nearly 2800 Section Heads will be upgraded as Special Assistants. Similarly, about 850 Superintendents will be upgraded. If the provisions of the 1971 settlement had been implemented, about 10,000 employees would have been promoted by now including by way of upgradation. Due to the non-implementation of the provisions of the settlement of 1971 the employees are suffering and to that extent the management benefited to the tune of several lakhs of rupees."

(On questioned by the Tribunal) :—

"The management is the Life Insurance Corporation of India. The LIC is an undertaking established under the Life Insurance Corporation Act. The people of the country definitely come into the picture. This benefit I have spoken will not go to the people. It will go to the monopolists."

It is difficult to understand as to who are the monopolists in an undertaking such as the Corporation. It has been entrusted with the people's money and is charged with the duty and obligation to carry on the insurance business in the interest and for the benefit of the insured persons whose number even now is sufficiently large and which is bound to increase in future.

For the staff to say that they are determined to make the management agree to create more vacancies or to promote the employees in the manner they like for the benefit of the employees themselves regardless of the fact whether the consequences of such promotions will be conducive to the smooth running of the Corporation's business or not means, to say the least, the use of coercive methods by the employees. From the evidence on the record it is evident that the employees of the Corporation have pressurised a seemingly helpless management. The Unions have pitted

themselves not only against the management but, in substance, against a vast body of insured people and the voice of the people at large, in the absence of any union representing their interests, has remained unheard. In fact it is the duty of the management of the Corporation to protect the interests of the people. It appears that it feels forlorn and rudderless when pitted against the organised might of the employees and has bent down in order to purchase peace with the employees' unions by agreeing even to such terms which are prejudicial to the interests of the Corporation. It is not for me to say as to what steps should be taken to salvage the management of the Corporation from its seeming state of orphanhood into acting in a more determined manner with a view to protect the interests of the policy holders of the Corporation. In the case before me the management appears to have acted in a spineless manner in allowing itself to be overawed by the combined might of some unions. Its supine attitude is made clear by its lack of adopting any firm and consistent policy. Immediately after signing the settlement of 1973 the Corporation assured some unions that if permitted it will adopt the provision of upgradation as mentioned in the Settlement of 1971. Later it made an application before me praying that I should give my award in accordance with the terms of the settlement of 1973.

E.W.2. Sri A. W. Dharwadkar is the Assistant Secretary (Personnel) of the Corporation at Central Office, Bombay. He was a permanent member of Negotiating Committee on behalf of the management and was associated with all the settlements which had taken place between the management and the employees since 1962. He stated in his evidence that negotiations took place between the management and the employees in December 1970 which continued with gaps upto 15th October, 1971 when the settlement was arrived at. He admitted that several points were raised by the management before the settlement of 1971 which could be regarded as fundamental points and the management took the view that there could be no settlement under the I.D. Act or otherwise in matters regarding promotion and that while it would discuss and carefully consider the views expressed by the parties it would issue its own administrative instructions governing the subject. The management was opposed to stoppage of direct recruitment even for a temporary period as it felt that "such a course of action would make serious repercussions into the managerial functions which it has to discharge under a statute". Sri Dharwadkar admitted that :—

"Subsequently, however, because of the insistence of the parties including the parties which represented a majority of the employees the management by way of compromise and in the interest of industrial peace and harmony gave up both the points."

Thus, under the pressure of some of the Unions representing the employees, the management was compelled to make settlement with the aforesaid Unions and agreed to stop direct recruitment.

Sri Dharwadkar further admitted that "the criteria for selection adopted under this settlement leave practically no scope at all for the discretion of the management. It has just become a matter of arithmetic under the new procedure at which most of the employees, if not all, are apparently in agreement."

With regard to stoppage of direct recruitment, Sri Dharwadkar said :—

"In my view, this should have been continued because I am satisfied in the light of my 27 years' experience in the industry that but for direct infusion of fresh blood existing employees would stagnate and it will result into a grand free masonry of mediocrity. I say this because in the past we had held nine open competitions. In these open competitions 433 outsiders were recruited as against only 51 from among the existing employees. That means so far as our existing employees are concerned, they were, on the face of it no match to outsiders. That is why I say that if the Corporation were to satisfy its requirements to man the



managerial positions in future direct recruitment at least to an extent is absolutely imperative."

With regard to upgradation, Sri Dharwadkar stated:—

"the idea of upgradation was mooted by the management and it was not a demand raised by the Associations. At the time of negotiations on promotion procedure, they did not raise the demand because they were bound by the settlement which prescribed different scales of pay for both categories viz. Section Heads and Higher Grade Assistants. In spite of this position, the decision to upgrade these two cadres was reached both in the interests of the administration and in the interest of the employees themselves."

In cross-examination, however, he contradicted himself by saying:

"I have already stated that in the interest of administration and in the interest of employees it was decided to upgrade the two cadres. This demand arose out of exchange of views during the course of discussions between the management and the employees, including the Higher Grade Assistants. It is wrong to say that it was not the demand of the workmen."

In his examination-in-chief Sri Dharwadkar said:—

"It is the submission of the Corporation and my own submission as a witness here that the Settlement dated the 15th October, 1971 is a product of collective bargaining. There is a lot of give and take there and if this Hon'ble Tribunal adopts the settlement *in toto* the Corporation will have no objection to such an arrangement. As a matter of fact, it is the prayer of the Corporation that the award should be in terms of the settlement dated 15th October, 1971."

While trying to uphold the scheme of upgradation as envisaged in the settlement of 1971 Sri Dharwadkar suggested distinct and separate avenues of promotion for Assistants, Section Heads, and Higher Grade Assistants. He stated:—

"In my submission the best way to resolve this conflict would be to provide for distinct and separate avenues of promotion to technically qualified as well as non-technical employees. So far as non-technical employees are concerned, they should be allowed promotions from Assistants to Section Heads, from Section Heads to Superintendents and from Superintendents to Assistant Administrative Officers. .... technically qualified employees, should be allowed, in my submission, promotions from Assistants to Higher Grade Assistants, from Higher Grade Assistants to Assistant Administrative Officers. They should not be allowed to compete for promotion to the cadre of Section Heads and Superintendents. .... non-technically qualified hands should not be allowed to compete for Higher Grade Assistants' posts."

Thus, while pleading for the affirmance of the settlement of 1971 before me Sri Dharwadkar did not refrain from pointing out its defects and went to the length of making alternative suggestions. He frankly conceded that there were fundamental points in the settlement which the management thought were within the limits of its managerial functions. And yet those points were given up by the management.

Mr. Phadke in course of arguments before me contended that without upgradation the settlement of 1973 is useless and cannot be given effect to and in its mutilated form is not acceptable to the Corporation. He further contended that the Corporation itself did not want upgradation since it was not permissible.

It appears that the Corporation did not conceal its unhappiness at terms of the Settlements of 1971 and 1973 and did not hesitate in expressing its feelings of satisfaction if the terms of the said settlements were not acceptable to this Tribunal.

In course of the evidence and arguments before me the Corporation seemingly changed its line and adopted a tougher attitude. All this shows an utter lack of stamina on the part of the management. Evidently, it was knocked down by the pressures put by the unions, howsoever unwillingly, and later changed its postures when wholly or partly relieved from such pressures. It is beyond my powers to suggest ways and means to improve the working of the Corporation. That is the responsibility of those who are entrusted with such powers by the L.I.C. Act and is surely not a matter which can be dealt with by this Tribunal.

To sum up I have no hesitation in holding that the provisions in the settlement of 1973 which restrict direct recruitment in the cadres of Assistants and Higher Grade Assistants are not conducive to the smooth running of the Corporation in a business like manner. If the Corporation wants to recruit well qualified persons to the cadres of Assistants and Higher Grade Assistants I do not see any reason why the hands of the Corporation should be tied down and restricted only to promoting the existing employees. I have already made it clear that while making the competitive examinations for recruitment of Assistants and Higher Grade Assistants open to outsiders the existing employees should be made eligible to appear in such examinations and there should be suitable relaxation of age limit in their case. I am clearly of the view that the hands of the management should not be tied down in confining promotions to the cadres of Higher Grade Assistants and A.A.O's only to the existing employees by stopping direct recruitment.

It has come in evidence that the Corporation has been paying special allowance in some cases to such Assistants who have acquired technical qualifications and who have not been promoted. This is a purely managerial function and whether special pay in lieu of promotion should be given or not cannot be the subject matter of adjudication by this Tribunal. In case, there is some discrimination in granting such special pay to only a section of qualified Assistants and withholding it from others all that this Tribunal could say is that a uniform practice should be observed by the Corporation. Further, it is not for this Tribunal to say as to what particular qualification would entitle an employee to earn the special pay. That again would be a matter for the Corporation itself to decide.

The question of stoppage of direct recruitment has arisen because of the provisions of the Settlements of 1971 and 1973 and it is open to this Tribunal to examine the question while considering the Rules of Promotion of the Corporation. As mentioned above, I see no reason for stopping direct recruitment to the cadres of Assistants, Higher Grade Assistants and Assistant Administrative Officers as also in the cadres of Class IV employees.

#### ISSUE NOS. 9 AND 13.

The Settlements of 1971 and 1973 provide for constituting promotion Committees for selection of candidates for promotion in accordance with the provisions of the Life Insurance Corporation of India (Staff) Regulations, 1960. All promotions in Class III and Class IV have to be made by competent authorities on a divisional basis. After the vacancies to be filled by promotion during the financial year have been declared in advance once every year, selection for promotion to fill such vacancies "has to be taken on hand" and a ranking list showing the names of the employees selected for promotion has to be finalised within a period of three months and published. The ranking list has to contain the names of the employees selected for promotion equal to the number of vacancies plus 20 per cent for exigencies.

In the case of promotion to the cadre of Record Clerks, the method of selection is based on seniority without any interview. It may be mentioned that Record Clerks appear to be clerks only in name and hardly do any clerical work. W.W.14 N. M. Sundaram has said:—

"From Peons downwards promotions take place to the cadre of Record Clerks. Record Clerks come in Class III. Record Clerks do not perform clerical

work Assistants in the IIC perform work of a similar nature as performed by a Tower Division Clerk employed in the Central Government.

With regard to promotions to the cadre of Assistants, the method of selection is based on seniority qualifications and work record without any interview. Similarly, for promotion to the cadre of Higher Grade Assistants, selections are to be made on the basis of seniority qualification and work record without any interview.

Annexure to the settlement of 1973 provides for marks to be allotted on the basis of seniority, qualifications and work record. The maximum marks allotted for seniority are 25. It is further laid down that for promotion upto the cadre of Assistants, 1 mark will be given for each completed year of service. For promotion to the cadre of Higher Grade Assistants, and AAOs, the marks to be allotted are to be as follows —

1/2 mark for each completed year of service as Record Clerk

1 mark for each completed year of service in the cadre of Assistant/Stenographer

2 marks for each completed year of service in the cadre of Section Head HGA/Superintendents.

The marking as stipulated in the settlements of 1971 and 1973 is as follows —

Seniority out of 55	—	25
out of 100	—	(45)
Qualifications		
out of 55	—	15
(out of 100)	—	(27.5)
Work record out of 55	—	15
out of 100	—	(27.5)

No marks are allotted for interview in the aforesaid settlement. The maximum marks for qualifications are 15. They have been divided into three heads viz (i) academic (ii) technical and (iii) departmental tests. The technical group has been further subdivided into FII, IIAOA and CII.

For work record it is said that 'the present system of reporting will continue'. For the purpose of selection, 3 years' work record will be considered. The total number of marks to be allotted for work record are 15 for promotion to the cadre of Higher Grade Assistants and 20 for promotion to the AAOs. For promotion to the cadre of Higher Grade Assistants, the distribution of marks are as follows.—

Below average	0
Average	5
Above average	10
Outstanding	15

For promotion to the cadre of AAOs, the distribution of marks are —

Below average	0
Average	6
Above average	12
Outstanding	20

There was considerable controversy before me with regard to the constitution of panels for promotion and allotment of marks for seniority, qualifications and merit.

I may again refer to the contentions of the different Unions who have challenged the procedure with regard to promotion as envisaged in the two settlements of 1971 and 1973.

The IIC Law Graduates Circle has contended that under the promotion policy of the Corporation of 1960 the Law graduates were treated on par with the Associates for the

purpose of qualification and both Law Graduates and Associates were placed in non-test category while both were required for interview. Later, under the Corporation's Circular of 14.2.1961 the Associates were straightway promoted as Higher Grade Assistants and they were also exempted from interviews. Again, under the Corporation's Circular dated 25.9.1962 the stipulation of 50 per cent mark was also dispensed with and those who had obtained less than 50 per cent mark were exempted from interviews. It has been contended on their behalf that Law Graduates should be treated on par with Associates and LL.M. should be treated on par with Fellows. The Law Graduates' grievance is that since 1963 no Assistant with a law degree has been promoted as a Higher Grade Assistant. According to them, Associateship may even be lower than a LL.B degree. The Law Graduates have contended that they are doing very responsible work in different departments of the Corporation which deal with legal matters and they should be put in par with other technically qualified persons. They have asked for parity with the Associates in the marking Scheme.

The All India Technically qualified Employees' Association has contended that the Corporation itself had encouraged the study in the field of insurance and those employees who had passed Associateship Fellowship and Actuary examinations should be given special increments and they should be considered for promotion. In 1962 the Associates were exempted from interviews and were promoted as Higher Grade Assistants straightway. Increment was also given on passing part Associateship examination and on completion of that examination promotion was given to the Associates as a matter of routine and on promotion they were given three increments. The Corporation's Circular of 1963 reduced the three increments on promotion to one increment only. According to it the automatic promotion on passing the Associateship examination etc. continued in some of the zones upto 1971. In July 1971, 200 Associates were promoted in the Western Zone and over 100 were promoted in the Eastern Zone but in the Southern, Northern and Central Zones, no Associate was promoted to the cadre of Higher Grade Assistant. Thus, according to the Association the Associates of the aforesaid Zones were discriminated. The Association's grievance is that the Corporation's policy upto 1965 was that promotions on qualification were treated as incentive promotions and they were not related to vacancy. But the settlement of 1971 has connected promotion to vacancies and this has affected technically qualified persons adversely. The Association has assailed the Settlements of 1971 and 1973 on the following grounds —

- (1) The privilege of promotion on acquiring qualification of Associateship etc. has been taken away.
- (2) Those who have not acquired qualification have not only been put on par with the technically qualified persons but have been put above them.
- (3) 60 per cent of promotions has been given to non-qualified persons.
- (4) In technical categories some of those who have no technical qualifications have been grouped in.
- (5) Discretion has been given to the Chairman in determining the qualification in an arbitrary manner.
- (6) The marking system and determination of seniority are prejudicial to the technically qualified persons.

The marking system as envisaged in the two settlements has been assailed by the Association on the following grounds —

- (1) It is seniority oriented and 25 marks have been given for service while under the Rules of 1960 61 only 15 marks were given for service.
- (2) A less qualified employee is placed in the same position as that of a highly qualified employee.
- (3) Even in the technical group seniority is given an active and dominant role and the years of passing the examination have not been taken into consideration since all those employees who passed the examination earlier or later are all clubbed together.

- (4) The Association prefers the promotional avenues as laid down by the Corporation Rules of 1960-61.

The Association has contended that under the settlement of 1971 and 1973 the promotional opportunities of Assistants in general and particularly of those who possess technical qualification have been reduced while 60 per cent of non-qualified persons have been given the opportunity of promotion. It was further stated that preferential treatment has been given to Section Heads under the two settlements inasmuch as formerly a Section Head could not be promoted as A.A.O., but now he can be so promoted. It has further contended that grouping of technical and non-technical employees has not been made on any rational basis in the two settlements. The method of selection and panning under the two settlements has also been assailed by the Association. It has contended that all individual employees will not be considered for promotion. It was further stated that no ranking list has been published in the North, South and Central Zones of the Corporation. According to the Association the settlement of 1973 is only a camouflage of the 1971 settlement which was struck down by the Madras and Kerala High Courts. The Association has also complained that under the two Settlements Section Heads have been given 2 marks for every year service while only 1 mark is given to Assistants for every year service. According to it the promotion scheme as envisaged in the two Settlements is in the nature of re-categorisation and re-classification and it does not contain any provision for cadre strength.

The All India L.I.C. Supervisory Staff Association has assailed the two settlements on the ground that there is excessive reservation for technically qualified personnel and sufficient marks have not been given for seniority. According to it there should be no limit in the allotment of marks for years of service.

The L.I.C. Promotion Test Employees Association has emphasised the importance of departmental tests. According to it the departmental tests relate to subjects dealing with the day-to-day working of the Corporation and the standard of such tests is higher as compared to the examinations for technical qualification by outside agencies. According to it the departmental tests are even superior to the outside examinations and the syllabus for the departmental tests is more exhaustive. It has strenuously opposed the holding of interviews. It has assailed the marking system on the ground that it does not adequately protect the interest of qualified employees. It has complained that under the two settlements the right to promotion after passing departmental tests has been denied and proper weightage has not been given to those who have passed the promotion tests. The system of allotment of marks has also been attacked on the ground that it favours the technically qualified persons. It has been contended that 4500 employees who have passed the promotion test examinations have not been given any increment or promotion while special pay has been given to the technically qualified employees.

The National Organisation for Insurance Workers has suggested two avenues of promotion which has to be strictly according to seniority :—

- (1) Assistant, Section Head and then to Superintendent
- (2) Assistant—on merit—to Higher Grade Assistant and then to A.A.O.

It was further suggested that the departmental tests should be abolished in future. According to it in the procedure for selection seniority should be counted from the date of entry in a particular cadre and while considering seniority priority should be given to educational qualification, seniority in lower cadre, total service, age and date of birth. It has opposed the system of interviews and has supported the system of maintaining the work record.

The All India Life Insurance Employees Association has contended that it is unreasonable to confine all promotions to Fellows because other qualifications besides the technical qualifications are also required for promotion. It has supported the marking system under the two settlements on the

ground that the system is satisfactory as qualification has been given due weightage. It has opposed the system of interviews.

The All India National Insurance Employees Federation has contended that seniority has not been given sufficient weightage in the two settlements. It has assailed the marking system on the ground that it is not fair to seniors. It has contended that merit has not been taken into consideration while preparing the seniority list for the purpose of forming the panels.

The L.I.C. Senior Employees Convention has contended that seniority should be the sole criterion for promotion and after initial appointment the management should not insist on any qualification for seniority and only job knowledge should be taken into account. According to it neither the departmental tests nor work record are sure tests for promotion. It has contended that there will be a sense of equality among the employees if promotions are made only on the basis of seniority otherwise there would be arbitrariness resulting in heart burning. According to it the Senior Employees should not be asked to acquire technical qualifications. It has attacked the classification of technical and non-technical groups on the ground that it is unfair and unjust.

The All India L.I.C. Employees Federation while supporting the settlement of 1973 has suggested some modifications to be made in it. According to it under the proposed system a large number of seniors and non-graduates will not come in the panel. It has contended that no maximum marks should be put for seniority. It contended that technical qualifications were not required in many departments and maximum marks should not be prescribed for seniority. It stressed that employees should get marks according to the length of their service. It has suggested that in preparation of panels a ranking list equal to the number of vacancies plus 20 per cent should be prepared on the basis of marks allotted for work record. According to it the objective system of confidential reports has proved to be illusive. It contended that a vacancy ratio must be prescribed otherwise the promotion rules will be incomplete. The division of posts between the technical and non-technical was assailed on the ground that it was artificial.

The All India Insurance Employees' Association has fully supported the two settlements. I have already mentioned the objections of the L.I.C. Higher Grade Assistants' Association.

The aforesaid summary of the contentions of the different Unions with regard to promotion procedure as envisaged in the two settlements will show the conflicting stand taken by them. Those who are technically qualified have claimed that they stand on a higher footing in comparison to those who are not qualified or who have only passed the departmental tests. The latter have contended that the departmental tests stand on a higher footing and their interests should not be subordinated to those who have passed the technical examinations. Those who have neither passed any departmental test nor possess any technical qualification have based their claim for promotion on the basis of seniority alone. The Corporation has stressed that the promotion procedure contained in the Corporation's Circular dated 21-7-1964 Annexure 4 of this Award has "stood the test of time and it has by and large given satisfaction to the employees in general." According to it the said promotion procedure has laid down in great detail the various aspects of the selection of candidates for promotion on a definite basis and "has left nothing for the whims and fancies of the promoting authorities." The Corporation's Annexure 'II' mentions the principles which, according to it, are based on the aforesaid promotion procedure of 1960 and which should "necessarily govern the framing of promotion procedure."

Before I proceed further I may again refer to the provisions of the L.I.C. Act and the Staff Regulations which were made by the Corporation in exercise of powers conferred on it by section 49(2)(b)(bb) of the Act with the approval of the Central Government. Section 7(1) of the Staff Regulations confines all recruitment and promotion against the vacancies in sanctioned posts. Section 7(2) provides for the appointing authorities for different posts belonging to Class III and Class IV. Section 7(3) says that

promotion shall be based on merit & suitability of the candidate for a particular post and seniority. It further says that merit and suitability may be judged by confidential reports and/or interviews and/or examinations. Section 4 empowers the Chairman to "from time to time issue such instructions or directions as may be necessary to give effect to, and carry out, the provisions of the regulations and in order to secure effective control over the staff employed in the Corporation."

The Corporation has framed the Regulations while acting under section 49(2)(b)(bb) of the Act and any change in the provisions of the Regulations can be made by the Corporation with the approval of the Central Government. I may interfere with the aforesaid provisions if I hold that the Corporation and the Central Government had in making the aforesaid provisions in the Regulations created such hurdles in the promotion of employees which in substance amount to denial to them of a fair and reasonable opportunity of being promoted. I can not enlarge or modify the provisions of section 7 because in my view the said provisions are just and fair to the employees.

The Chairman of the Corporation in the exercise of his powers under section 4 can issue instructions and directions with regard to promotion procedure in the light of the provisions of section 7. If in doing so he infringes on the rights of the employees as mentioned above then I can make the necessary modifications. Such directions and instructions in promotion procedure may be altered if they are unfair to the employees and also when the Chairman in issuing them has not sufficiently safeguarded the interest of the Corporation itself.

Administrative instructions were issued under Regulation 4 of the Staff Regulations in the matter of promotion of Class III and IV Employees. Reference was made to promotion procedure of 1960 by the Corporation. In its written statement in reply to the statement of claim of the All India Life Insurance Corporation Employees Federation, it was stated by the Corporation:—

"As regards the other proposals made by the Federation, the Corporation submits that they are wholly unreasonable and should not form the basis for giving an award on rules regarding promotion. In this connection the Corporation submits that the promotion procedure should lay down (i) conditions of eligibility, (ii) criteria for selection, viz., seniority, qualifications, suitability, work record and interview, and (iii) weightage to be assigned to these criteria for promotion to various cadres. The Corporation craves leave to annex hereto its own proposal in the matter of rules regarding promotion which are fair and reasonable. These proposals have been formulated in such a manner as to ensure that the candidates selected would be in a position not only to discharge the responsibilities attached to their posts but also equip themselves for further advancement."

The aforesaid proposals which were mentioned in an Annexure to the aforesaid written statement of the Corporation have been attached to this Award as Annexure 'III'.

The Corporation has further contended that (i) fixation of ratio or the cadre strength is outside the scope of the present reference (ii) creation of posts in any category would depend upon various factors including the nature and volume of work and that is for the management to decide the question keeping in view the requirements of the office and several other factors; (iii) fixation of cadre strength of Record Clerks and Hamals as proposed by the Federation or otherwise is a matter outside the ambit and scope of the reference; (iv) there is no justification whatsoever for upgrading the Engineering Assistants and Architectural Assistants in Grade I and II as demanded or otherwise; (v) no automatic promotion can be granted to any category or cadre and the demand made in this behalf by the Federation is fanciful and should be rejected and; (vi) the eligibility conditions suggested by the Federation are not fair and reasonable and selection based on these conditions would not be conducive to build up an efficient administrative machinery in the organisation.

It was suggested on behalf of the Corporation before me that the marking should be as follows:—

(Out of 100)	— 15
Seniority	— 15
Qualification	— 15
Interview	— 30
Work record	— 40

Interview, in the procedure of 1960, carried 30 marks as against 70 marks for the other three counts viz 15 for qualification, 15 for seniority and 40 for work record. It was stated by E.W. Dharwadkar that before a candidate is examined by the Committee on the basis of marks on these counts, the Committee can more or less adjudge the calibre of the employees. Again, the Committee can adjudge whether the candidate has a fair chance of being selected. For example, if the candidate has secured only 40 out of 70 marks and the Committee were to give him the maximum marks in the interview even then such an employee or candidate would have no chance at all of making the grade. The final selection is made strictly in the order of merit based on the aggregate marks on all the four counts. Mr. Phadke admitted before me that the scheme of allotment of marks in the procedure of 1960 was satisfactory.

**Seniority.**— In my view seniority of a person should be calculated from the date of his joining the service in the particular cadre to which he belongs before his promotion. It should be fixed in the particular cadre itself to which an employee belongs according to the date of promotion or appointment in that cadre and it is not proper to equate it with the entire years of employment regardless of the number of years put in the particular cadre. Seniority of a person who has been promoted as a Higher Grade Assistant should be counted from the date of his appointment as a Higher Grade Assistant. For example, if an Assistant was promoted later than in that case he will be junior to the person who had been appointed or promoted as such before him. A person who was promoted as a Higher Grade Assistant might have served for long as a Record Clerk, as an Assistant and then as a Higher Grade Assistant. In his case, if his seniority is calculated from the date of his initial employment in service he will get more marks for his seniority as compared to a Higher Grade Assistant who joined the service later but who is evidently senior to him in the cadre. If there have to be marks for seniority then such a marking must be confined to the seniority in the cadre concerned and not extend to the entire period of employment. The total period of service may be a matter for consideration by the Selection Board, but it cannot give an edge to a person over one who is senior to him in the same cadre but whose total period of service might be less. In any case for consideration of seniority it is the seniority in the cadre itself that should be taken into consideration and not the seniority based on the total period of service in different cadres. Where, however, all other factors are equal then a persons' seniority may be taken into account but that could be considered at the time of the interview.

In this connection reference may be made to the Principles of Personal Management by Edwin P. Filippo p. 268 and 269. It says:

"The utilisation of seniority in making various employment decisions has a number of advantage. Its most outstanding advantage is that it is an objective means of distinguishing among personnel. There is no doubt that the man who has ten years and two months of continuous recognized service is superior to the one with nine years of such service. The measurement is exact..... There are several reasons against the use of seniority, particularly when it becomes the sole base for decision making. In the first place, seniority often ignores merit or ability. The job must be done if the organization is to accomplish its objective. Length of service will not do it, and there is no guarantee that the experience indicated by seniority will produce ability.....

Thus, though experience is a great teacher, there is no guarantee that a person will consent to be taught or that he will be able to learn. In addition, if the seniority system is rigidly followed, where is the incentive to learn and improve? The only incentive one has is to "stick around" and to accumulate service. Seniority cannot be counted on to identify

the best man or even an adequate man. The use of length of service, therefore, places a considerable burden on the hiring process.....

The use of seniority overhauls experience. It does not guarantee the selection of competent men. It provides no incentive towards preparation for advancement. It drives the ambitious and able man, with little service, out of the firm. A rigid seniority system makes it extremely difficult to attract and recruit capable new personnel unless they are placed in the exempt category. . . . .

"When ability is substantially equal, seniority will govern". This compromise is weighted in favour of ability, inasmuch as ability is rarely over equal between two or more individuals."

In this connection the provisions with regard to seniority in the two settlements may be examined further. The employees in the lowest rank of the cadre in the Corporation are Sweepers, Cleaners and others in their scale of pay. For promotion to the cadre of Sepoys Watchmen/Liftmen/Hamals, the eligible persons are Sweepers and Cleaners and others in their scale of pay. The promotion is based on seniority and suitability without any interview and in the case of non-availability of the candidates, the posts may be filled by direct recruitment. For promotion to the cadre of Head Peons, the eligible persons are all Sepoys and selection has to be based on seniority without any interview. There is no provision for direct recruitment. For promotion to the cadre of Record Clerks and eligible persons are the sub-staff in Sepoys or higher grades who have completed two years service in the grade and in the exempted category are all Class IV employees who have passed Matriculation or S.S.C. Examination and completed two years service. The method of selection has to be based on seniority without interview. There is no provision for direct recruitment. If the rule of seniority is followed in promotion in the aforesaid cases, the result will be that Sepoys/Watchman/Liftmen/Hamals will have to be primarily drawn from Sweepers and Cleaners possessing the minimum educational qualification for direct recruitment to such posts or who completed 10-years service and have passed the IV standard. It is a matter of surmise whether middle aged Sweepers and Cleaners would make good Sepoys/Watchmen/Liftmen/Hamals, particularly those Sweepers and Cleaners who have completed 10-years service. By the time such Sweepers and Cleaners are promoted to the cadre of Sepoys etc., they may have seniority to their credit and possibly not much of physical alertness to make them good Sepoys/Watchmen/Liftmen or Hamals. Again, for promotion to the cadre of Record Clerks by the time Sepoys or other Class IV employees are promoted as Record Clerks, they may be well advanced in years. It is a matter for the management to decide whether in such cadres there is need to recruit fresh blood and to what extent, but it does appear that the principle of seniority has been pushed too far in the matter of such promotions.

In my view the provision allotting 25 out of 55 (55 per cent) as maximum marks for seniority has to be struck down. If marks have to be allotted for seniority they must be strictly based on seniority in a particular cadre. The allotment of 15 marks out of 100 as suggested by the Corporation appears to be reasonable.

If any rule of promotion is seemingly prejudicial to a senior employee, in spite of the overriding consideration of merit, in the sense that he is in effect barred from promotion, that may attract my jurisdiction. I may mention the suggestion of Mr. Sengupta for the Higher Grade Assistants' Association. While he did not favour any interview, he suggested 35 per cent marks for seniority, 30 per cent for merit and 35 per cent for personal academic qualifications. But other sections of employees have insisted on having more weightage for seniority. The allotment of marks for purposes of promotion is a matter which comes within the scope of managerial functions and is not a matter which can be determined by this Tribunal. As mentioned above, if there is any rule which is unreasonable and seemingly unfair to any section of employees then it will attract the jurisdiction of this Tribunal and it may interfere and correct the error. It will, however, hesitate in intruding on managerial powers. It is for the Chairman of the Corporation

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itself to prescribe the reasonable number of marks on each count in conformity with the provisions of Section 7 of the Staff Regulations".

**Interview.**—Interview has been opposed by the major Unions before me. So far as the employees' Unions are concerned they want to do away with it as according to them it will amount to managerial interference in respect of promotions. Mr. Dharwadkar has said that the rules of promotion have been sought to be put on arithmetical lines. I am definitely of the view that the provisions for eliminating interviews in the settlements is not in the interest of the Corporation. It is very necessary that the candidates should be subjected to interviews before the Selection Board so that their suitability for higher posts may be judged. Promotion based merely on seniority, qualifications and work record without any interview is not sufficient. There may be cases where seniority, qualifications, or even work record may not given a correct evaluation of the true merit of a candidate.

As mentioned above, I am not prepared to accept the provisions with regard to elimination of interview and giving excess weightage to seniority as stipulated in the settlements of 1971 and 1973. The importance of interview and work record has been emphasised by the Corporation's witness E.W. 2, Dharwadkar before me. He said:—

"Suitability can be judged only on the basis of interview and merit can be judged only on the basis of confidential report and work record. For evaluation of confidential report a numerical system operates. I suggested the same procedure for judging the merit of a candidate. I also suggested some marking for suitability, that is to say for interview. I have already stated that confidential report could be made objective by entering output of work done by an employee and so long as that is not done there is no other alternative but to continue the existing practice. It is not correct to say that because the existing practice was not found satisfactory that the marks of work record or confidential report were reduced in the settlement of 1971, and interview was altogether abolished. It is not correct to say that interview upto the cadre of AAOs was eliminated in the settlement of 1971 because it was found to be unsatisfactory."

Mr. Phadke also said that the Corporation was willing to adopt the 1960 procedure again.

It appears that the allotment of 30 per cent marks for Interview as given in the Promotion Procedure of 1960 is fair and correct.

**Work Record.**—In the two settlements 15 marks out of 55 (27.05) per cent have been given for work record while under the Promotion Procedure of 1960 40 marks out of 100 were reserved for work record. Under the Promotion Procedure of 1960 the Promotion Committee had before it the records of candidates with regard to the three criteria viz., seniority, qualifications, and work record. The latter was based on the reports about the working of the candidates concerned. E.W. 2, Dharwadkar has said:—

"Before the Committee interviews the candidates, full, accurate and complete data in respect of the candidates to be interviewed is placed before the Committee by the Secretary to the Committee. The data is tabulated to show in respect of each eligible candidates how many marks he has secured on the count of seniority, on the count of qualifications and on account of merit as revealed by confidential reports, that is to say, work record. Numerical rating systems operate to evaluate confidential reports. Confidential reports for three years are considered for this purpose".

He further stated that:—

"The interview under the Procedure of 1960 carried 30 marks as against 70 marks for the other three counts; 15 for seniority, 15 for qualification and 40 for confidential reports".

W.W. 1, L. N. Trikha in his deposition before me stated:—

"In the previous procedure 30 and not 70 marks were allotted for interview. In the present system marking of 25 marks are allotted for service/seniority, 15 marks for qualifications and 20 marks for work record.....the agreement of 1973 is not better than the previous system.....So far as I know 8 marks for average work report, 12 marks for good and 20 marks for outstanding are allotted. The gap of marking is unduly weighty and is unfair".

The importance of confidential reports for considering the merit and suitability of candidates for promotion cannot be minimised. It is necessary for the Promotion Committee to have before it a full report regarding the work performed by a candidate and his ability can be assessed from the confidential reports about his working. Even if a candidate possesses high academic or technical qualifications and his work is not satisfactory that may stand in the way of his promotion. On the other hand, even a less qualified person, by his ability and output of work, may be found to be fit for promotion. It is obvious that the importance of work record of candidates for promotion is of considerable importance and 40 per cent mark as given under the Promotion Procedure cannot be said to be excessive. As mentioned above in the settlements only 27.05 marks have been allotted for work record. I consider the number of marks given on this count under the Promotion Procedure of 1960 as more satisfactory and it cannot be said to be unfair or unreasonable.

Panel.—The signatories to the two settlements of 1971 and 1973 thought that if the panels for selection were made wider that will give the management an opportunity to act in an arbitrary manner and consequently the hands of the management were sought to be tied down by reducing the number of persons on the panels as far as possible. The promotion procedure of 1960 does not fix the number of eligible candidates for promotion to the various cadres. The Promotion Committees concerned have to make panels of the candidates who are considered eligible on the basis of criteria mentioned in the said procedure and then the actual selections are made by the Committee. I see no reason for tying the hands of the management in constituting the list of persons who are eligible for promotion to the different cadres. If the list is wider it will give an opportunity to a greater number of employees to seek promotion. On the other hand, if the list is narrowed down then the obvious result would be that many employees would be denied the opportunity of being considered for promotion. In any case, this is a managerial function and I am not prepared to tie down the hands of the management in deciding as to what should be the extent and limit of the persons who are to be put on the panels for purposes of promotion. All that I can say is that such lists should be sufficiently wide to enable a large number of qualified persons to seek promotion.

It was suggested on behalf of the Corporation that in the order of merit based on seniority, qualification and work record taken together only eligible candidates should be allowed to compete for final selection with a view to avoid waste of time in interviewing a large number of candidates. The management wants to put the number of eligible candidates equal to five times the number of vacancies for competing for final selection. I cannot say that the aforesaid proposal is detrimental either to the interest of the employees or of the Corporation and I agree with it.

Qualifications.—The Corporation as also the provisions in the two settlements have drawn a distinction between academic, technical, non-technical and departmental tests qualifications. The academic qualifications referred to are:—

- (a) Non-Matric,
- (b) Matric,
- (c) Intermediate and
- (d) Graduation.

Technical qualifications are sub-divided into:—

- (a) F.I.I.  
Licentiate  
Associateship Part I  
Associateship Part II  
Fellowship.

- (b) C.I.I.

Associateship Part I  
Associateship Part II  
Associateship Part III  
Fellowship.

- (c) Institute of Actuaries.

Pass in one subject  
Pass in two subjects  
Pass in five subjects.

- (d) Institute of Chartered Accountants

Intermediate Examination  
Associateship Examination

- (e) Institute of Cost and Works Accountant of India.

Intermediate Examination  
Final Examination.

- (iii) Departmental Tests.

Pass in Section Heads' test  
Pass in HGAs' test  
Pass in Superintendents' test

Persons who pass the technical examinations take their diplomas and degrees from outside institutions other than colleges and universities from which the academic qualifications as mentioned above are acquired. Conflicting evidence was led before me to show the value and worth of the aforesaid technical qualifications. From the evidence before me I have not been able to make a correct evaluation of the aforesaid technical qualifications. It may be that Associateship, Fellowship, Diplomas and Degrees give a person employed in the Corporation a high degree of efficiency which helps him in discharging his duties. But acquisition of a degree by itself cannot be a sure and exact measure of assessing the worth of a person. In some cases, the possession of such degree may not give the person concerned that measure of eminence which should usually go with the acquisition of such a degree. The better course would have been to have subjected all categories of qualified persons to written tests as is usually done. Further the qualification of persons can be better judged in the interview itself and the Selection Committee can take into account the qualifications, technical or otherwise, of the candidates and make a correct assessment of their worth. Though I am not much impressed by the aforesaid division of qualifications between technical and non-technical I am not prepared to go to the extent of disturbing it because it comes within the scope of managerial functions and it is for the management itself to decide as to what yard stick it should apply to assess the value of the qualifications of its employees. So long as such assessment does not adversely affect the interest of others unreasonably I have no jurisdiction to interfere in the matter.

It is apparent that additional weightage is given to persons acquiring technical qualifications and on passing departmental tests. As mentioned above, the employees who have passed departmental tests have complained that marks given to them for passing departmental tests are lower than given marks allotted to technically qualified persons. Undoubtedly in doing so a departure is made from the provisions in paragraph 6 of the Promotion Procedure of 1960 (Annexure 4 of this Award) in which all the qualified categories were placed on equal footing for exemption from tests in promotions to the cadre of Higher Grade Assistants. The aforesaid provision is not repeated in the case of promotions to the cadres of Section Heads and Superintendents. All that is said is that the Promotion Committee will rank the candidates who are considered suitable for promotion on the basis of the following criteria:—

- (a) Merit,
- (b) Suitability for the post,
- (c) Academic and Technical qualifications,
- (d) Experience judged by the length of service, nature of work done etc.

It would appear that in such cases the Academic and technical qualifications have to be judged by the Promotion Committee itself during interviews of the candidates for promotions.

As I have said, this is a matter for consideration by the Corporation itself. I am, however, of the opinion that persons holding the degrees of LL.B. with 50 per cent marks in the aggregate, LL.M., and M. Com should be included in the technical category. I suggest that those who have passed the LL.B. Examination with less than 50 per cent marks in the aggregate should be put on par with Licentiates, those who have obtained the LL.B. with more than 50 per cent marks and M.Com. degrees should be put on par with Associates, and persons who have acquired Doctorate degrees in Commerce and Law and LL.M degree should be put on par with Fellows. That again is a matter for the management itself and I cannot go beyond making the aforesaid recommendations. All I have to see is whether the system of marking on different counts as laid down in the settlements of 1971 and 1973 is fair and reasonable.

While I have held that the system of marking as envisaged in the Corporation's Procedure of 1960 is fair and reasonable, I would, however, prefer certain modifications in it. As suggested by me, it is desirable that there should be two separate promotion avenues from the cadre of Assistants viz., firstly, Assistant to Section Head, then to Superintendent, and thereafter to A.A.O.; secondly, Assistant to Higher Grade Assistant and from there to A.A.O. The marking system as suggested by the Corporation will work in a satisfactory manner in the case of promotion of Assistants to Higher Grade Assistants and from there as A.A.Os. It is, however, desirable that the importance given to technical qualifications should be minimised in the case of promotion of Assistants to Section Heads and then as Superintendents and A.A.Os. Such promotion may involve senior men in the cadre of Assistants and Section Heads who have satisfactory work record and on merit deserve promotion. Considering their age or circumstances, they might not have done well in examinations for technical qualifications or had been allergic in appearing in such examinations or even in departmental tests. Their chances of promotion, if they are otherwise found fit on the grounds of merit and eligibility, should not be ignored merely because they lack technical qualifications or have not passed departmental tests. It would be better if in their case promotion is mainly considered on the basis of seniority and work record with less emphasis on technical qualifications or passing of departmental tests. Their fitness and suitability for promotion can be fully judged in interviews. I therefore, suggest that in such cases the marks for interview or work record may be increased while the marks for technical qualifications and departmental tests should be lowered. It is not unusual in Government Departments that senior employees who are otherwise fit and have a good work record are given recognition by promotion in the last stages of their service. A Senior Deputy Collector towards the close of his career has good chances of being appointed as a full fledged Collector and he retires as such. Similarly, the deserving senior employees should receive recognition if they are otherwise found fit and suitable by being promoted irrespective of their technical qualifications or even non-appearance in departmental tests. But this is primarily a matter for the Corporation itself to decide whether the relaxation of marks for technical qualifications and departmental tests will serve the interest of the Corporation.

Mr. Phudke stated on behalf of the Corporation that at present 90 per cent of Assistants are directly recruited and it will be proper if all class IV employees are made eligible for promotion to the cadre of Assistants provided they possess the requisite qualifications. He relied on the principles laid down in the Sastri Award that deserving men with requisite qualifications already in service should be allowed to compete in open competitive examinations with suitable relaxation of age limit. The Promotion Procedure of 1960 while laying down the rules for promotion of Record Clerks as Assistants does not say as to what will be the extent of reservation of seats for Record Clerks by promotion in the Assistants' cadre. That is a matter entirely for the Corporation to decide. While all Record Clerks should be made eligible for appearing in open competitive examinations for appointment as Assistants, a small percentage of seats may be reserved for promotion of Record Clerks as Assistants.

I therefore, hold that the system of marking as suggested by the Corporation viz. 15 per cent for seniority, 30 per cent for interview and 15 per cent for qualifications and 40 per cent for work record, with the modification as suggested above is just and fair and I am not prepared to disturb it.

Issues No. 5, 6 and 10:

It was contended on behalf of the Corporation that rules regarding promotion have nothing to do with the fixation of cadre strength and this Tribunal has no jurisdiction to deal with the matter. It was further pointed out that there is no material before the Tribunal on the basis of which it could fix the number of Assistants, H.G.As. and Superintendents etc, and it should not give any directions with regard to fixation of cadre strength. It was also emphasised that the Corporation is a growing organisation and the cadre strength position is reviewed from year to year by the management. I am not prepared to accept the contention of the contending Unions that I should give directions to the Corporation to fix the cadre strength in Class III and IV. It is a purely managerial function and the management itself has to fix the cadre strength in the light of its need and requirements. I am not prepared to encroach on such managerial function and I am, therefore, unable to give any direction to the Corporation with regard to the fixation of cadre strength.

Issue No. 12:—

The cadre of Assistants as it stands is an entrance cadre and it is necessary that Record Clerks who seek promotion should be fully competent to discharge the duties of Assistants. Under the Procedure of 1960 the selection of Record Clerks as Assistants is made by the Divisional Manager on the basis of recommendations of the Divisional Promotion Committee which has to interview all the candidates including Record Clerks who are eligible for such selection and rank them on the basis of work record, suitability for the Assistants' cadre and the result of interview. All Record Clerks who were selected for promotion to the cadre of Assistants were required to undergo training for a period of three months along with the new recruits to the Assistants cadre. At the end of the training period all the trainees were required to undergo a test and the trainees were deemed to have adequately imbibed the training imparted to them if the result of the tests were satisfactory. Actual promotion to the Assistants' cadre was given effect to only at the end of the training period provided the Divisional Manager was satisfied that the employee had reached an adequate standard for promotion to the cadre of Assistant. Those candidates who failed to come up to the standard at the end of the training period were to continue in the grade of Record Clerks but they could be given another opportunity for undergoing training provided the Divisional Manager was satisfied that the employees could come up to the required standard with such further training. After such selection the selected candidates were required to undergo a test along with the directly recruited persons in the cadre of Assistants. The test was common for the promoted Record Clerks as also for the directly recruited Assistants. I do not see any justification for suggesting any alteration or modification in the aforesaid rules. I am, therefore, of the opinion that the provisions in the Procedure of 1960 for promotion from Class IV to Class III are satisfactory.

Issue No. 14:—

The Rules of promotion as laid down in the procedure of 1960 with regard to particular classes of staff in categories III and IV who possess special qualifications are, subject to modifications with regard to technical and departmental test qualifications in the case of Class III employees as has already been suggested by me, reasonable and just and no further special rules are necessary.

Issue No. 15:—

The question whether it is proper to bracket together those who handle machines with other employees in Class III who handle other jobs in matters involving promotion will be discussed by the hereafter while considering the promotion of Engineering and Stenographers. It is sufficient to mention here that the Engineering personnel in Class III and Class IV have to be treated separately for purposes of promotion. So far as Stenographers are concerned they



may be treated separately if on promotion some posts are reserved for them. It will be open to the stenographers in Class III to seek promotion in Class I, if they possess the necessary qualification and are otherwise found fit and suitable. They can appear in open competitive examinations for appointment in the cadre of Class I.

*Issue No. 16:*

It is open to Assistants to seek promotion to the cadre of Higher Grade Assistants in accordance with the Procedure of 1960 and also by appearing in an open competitive examinations for the post of Higher Grade Assistants. Mere obtaining any academic qualification, technical or non-technical, cannot entitle an Assistant to automatic promotion to the cadre of Higher Grade Assistants. Such qualifications can be taken into consideration either in interviews or in the allotment of marks. Similarly, the Higher Grade Assistants can also seek promotion to the cadre of Assistant Administrative Officers by appearing in competitive examinations open to outsiders. For promotion in Class III and Class IV, merit-cum-suitability should be the criteria and not seniority alone.

*Issue No. 17:*

The interests of those employees who have passed the departmental tests or prescribed Insurance Examinations conducted by the management have been sufficiently protected in the marking scheme as suggested by the Corporation in accordance with the Promotion Procedure of 1960. Passing of departmental tests or the prescribed Insurance Examinations can be itself not entitle an employee for promotion. Such qualifications can be considered at the time of interview.

*Issue No. 18:*

The question has already been considered by me while dealing with other issues. Now, those Class III employees who have passed the examinations conducted by outside agencies are no longer promoted merely on the basis of their passing of such examinations. The marking system as suggested by the Corporation and the provisions of the Promotion Procedure of 1960 take into account the passing of departmental tests as also the examinations conducted by outside agencies in the allotment of marks. It is true that more marks are given for passing the so-called technical examinations conducted by outside agencies as compared to passing the departmental tests. As mentioned above, it is for the management itself to consider as to what weightage should be given for passing the departmental tests and the examinations conducted by outside agencies. I have already expressed my opinion on the matter.

**ENGINEERS:**

A Building Department which is synonymous with the Engineering Department was set-up by the Corporation in the year 1958. It has been expanding continuously. E.W. 1 Vithal Anand Bhadbhade was a Deputy Secretary in the Central Office at Bombay at the time when he gave his evidence before me. He has given an affidavit with regard to the working of the Engineering Department. The Department is responsible for planning, executing building construction programmes, and development of the properties of the Corporation. It is also responsible for the general maintenance and repairs of the properties of the Corporation through its subordinate Departments at each of the Zonal Offices of the Corporation. The Department acts as technical consultant to the Corporation in all matters pertaining to properties, building construction, valuation work etc. E.W. 1 Vithal Anand Bhadbhade said:—

"The Corporation has on its roll, in addition to the Executive Director (Engg.), Chief Architect, Chief Engineers, Deputy Chief Engineers/Designs Officer/Architects, Executive Engineers/Surveyors of work, Assistant Executive Engineers/Assistant Surveyors of Work/Assistant Architects and Assistant Engineers. All these are in the Officers' cadre and below them are Engineering Assistants, Grade I, II and III and architectural Assistants Grade I, II and III, who are all in Class III posts and other

building maintenance Staff such as Plumbers, Carpenters, Wireman, Electricians, Masons, etc. who are all in Class IV posts".

There are Engineering Draftsmen of Grades I, II and III and Engineering Assistants of Grades I, II and III (Civil). Further there are Architectural Assistants in Grades I, II and III and Engineering Assistants (Electrical) in Grades I, II and III. According to E.W. 1 Bhadbhade the total number of employees on 22-11-1973, the date of this affidavit, in Class III category in the Engineering Department was approximately 150 and in Class IV approximately 130. The aforesaid number of Class III employees include Architectural Assistants and Engineering Assistants of all the three grades and Class IV employees include helpers, Carpenters and Masons etc. It has been admitted by E.W. 1 Bhadbhade that apart from Class IV employees the department has been engaging persons who are called "work charged employees" on a temporary basis. He stated:—

"This arrangement with regard to work charged employees depends on the minimum needs of the department and the availability of men for the execution of work at that time. Work charged people have been working under the Department for the last 3/4 years."

It appears from the evidence of E.W. 1 Bhadbhade that in the Engineering Department there were approximately 80 Officers out of whom 21 had been Promoted from Class III to Class I. He further stated that the Engineering Draftsmen in Grades I and II are generally diploma holders but there are also degree holders among them. He further admitted that experts had been appointed in the permanent roll of the department during the last 10-years and there was no recruitment of Officers during this period. He stated that during this period there was no recruitment in Class III also. He further stated that there were no degree holders in Grade III and added that there might be a few diploma holders in that grade. E.W. 1 Bhadbhade stated:—

"I am not aware of any specific formula of the Corporation with regard to the percentage of directly recruited candidates from outside and from the department. As far as the Buildings Department is concerned I do not agree with the provision which has been agreed upon by the Corporation that for four years there will be no direct recruitment to the post of an A.A.O. I am not aware of the alleged provision in the settlement of 1973 by which the Corporation is said to have agreed to give automatic promotion in Class I cadre for five years".

It appears that for the Engineering Staff there were no circulated instructions with regard to promotion and Promotion Committees were set up every time when there were promotions within Class III and from Class III to Class I and every time the composition of the Selection Committees differed. E.W. 1 Bhadbhade admitted that the duties of the Engineering Staff have not been specified in any circular or manual of the Corporation and he had mentioned the duties in his affidavit from his personal knowledge and information. He further admitted that the duties of Engineering Assistants in Grade I and Grade II are over-lapping and inter-changeable depending on the specific job. He further stated that the Airconditioning Plant Operators-cum-Electricians are in Engineering Assistants' Grade III while one of them is in Grade II.

The Promotion Procedure as suggested by E.W. 1 Bhadbhade, presumably with the concurrence of the Corporation, is as follows:

**"SUGGESTED PROMOTION PROCEDURE"**

I submit that the following promotion procedure may be considered in respect of employees in the Buildings Department: (A) Conditions of Eligibility & Method of Selection:

- (a) (i) Helper, Waterman;
- (ii) Plumber, Electrician, Painter/polisher, Mason, Pump Mechanic, Carpenter and Misty;



As the qualification for the posts in (a) (ii) above is limited to the skill in the respective trade, there will be scope for promotion from (i) to (ii) above. The scope for further promotion from (ii) above is limited, as each one obtains requisite skill in his own line. In the higher post technical knowledge, qualifications, skill and experience will be required.

(b) (i) Engineering Assistants Grade III.

(ii) Engineering Assistants Grade II.

Both these are entry cadres. However, existing employees who satisfy the eligibility conditions laid down hereinafter may be allowed to compete along with open market candidates.

#### Engineering Assistants Grade III :

**Eligibility conditions :** Existing employees in the Buildings Department who have qualifications prescribed for direct recruitment to this cadre and whose work records are found to be satisfactory will be eligible to compete along with open market candidates. However, other things being equal, preference may be given to the existing employees who satisfy the aforesaid conditions of eligibility.

#### Engineering Assistants Grade II :

**Eligibility Conditions :** Existing employees in Engineering Assistant Grade III with 8 years' service in Grade III and having Diploma or Certificate in Civil Engineering or holding a degree in Civil Engineering with three years' service in Grade III.

**Method of Selection :** Selection for promotion should be made on the basis of marks gained for seniority qualifications and work record subject to suitability.

(c) Engineering Assistant Grade I : Existing employees with 7 years' service in the cadre of Engineering Assistant Grade II with B.E. or with 12 years' service in Grade II with D.C.E.

**Method of Selection :** Vacancies in this cadre may be filled in by Promotions from Grade II. Selection for promotion should be made on the basis of marks gained for seniority, qualifications and work record, subject to suitability.

(d) Assistant Engineer (Class I Post) : This is an entry cadre in Class I post. Existing employees with ten years' service in Grade I and/or II and with B.E. degree and existing employees with 15 years' service in Grade I and/or II with D.C.E. will be eligible for promotion.

**Method of Selection :** For vacancies to be filled in by promotion selection should be made on the basis of marks gained for seniority, qualifications and work record, subject to suitability.

#### (B) General :

(i) A panel of eligible employees for each cadre should be prepared on the basis of marks gained for seniority and qualifications. Employees with 'below average' work record should not be considered. Actual selection should be made after ascertaining suitability by interview and on the basis of marks gained for seniority, qualifications, work record and interview.

(ii) Existing employees may be allowed to compete for recruitment to higher cadre if they possess direct recruitment qualifications prescribed for that cadre subject to satisfactory work record. Eligibility criteria for direct recruitment are shown in Annexure II hereto.

(iii) Marks for seniority qualifications, interview and work record (Confidential Report) may be assigned as follows:

			Maximum marks under each heading
(a) Seniority	1 mark for 1 year of service in the grade from which promotion is considered subject to a maximum of 20 marks		20
(b) Qualifications	Certificate	5	
	Diploma	6	
	Degree	10	
	Additional or special qualifications :		
	3 marks per additional Diploma and 5 marks per additional Degree.		
	Maximum marks for qualifications shall be		20
(c) Interview			30
(d) Work Record	Average	10	
	Above Average	20	
	Outstanding	30	30

Note : (1) The above particulars are for Civil and Structural Wings.

(2) Criteria for Electrical and Architectural Wings should be the same as above except that DGE would read as DEE for the Electrical Wing and B. E. would read as B.Arch and DCE as Diploma in Architecture for the Architectural Wing."

Certain counter proposals were made by the All India L.I.C. Employees' Federation in paragraph 49 of its written statement. It was emphasised by it that no promotion rules have been prescribed in the Engineering Department and this has been left for further negotiations.

W.W. 3 Sudhakar Murlidhar Joshi has stated that he has been in the employment of the Corporation as an Overseer since 1960. When he joined in 1960, he worked in the Electrical Department. He has obtained a Diploma in Engineering from Wadia. According to him, his pay in 1960 was higher than which was given to a Superintendent. His basic pay in 1960 was Rs. 225/- while the basic pay of Superintendents in 1960 was Rs. 200-or 250. At the time when he gave his evidence his basic pay was Rs. 615/- and he was in the Grade of an Engineering Assistant Grade II. According to him, he had to look after the electrical installations and the properties of the Corporation in Bombay and had also to look after the electrical installations in the Western Zone comprising the States of Maharashtra and Gujarat including Goa, Daman and Diu. He stated that the Executive Engineer II under whom he was working was a Civil Engineer and not an Electrical Engineer and the responsibility for the electrical work had been left mainly to him. He further stated that diploma holders and degree holders had been promoted from Overseers to Assistant Engineers and diploma holders had also been directly recruited in Class I cadre. According to him "there is no difference between Grade I Engineering Assistants and Assistant Engineers."

It was contended that diploma holders had been directly recruited in Class I Grade. Some other Unions have also assailed the promotion procedure of the Corporation in the Buildings Department. The three grades of Class III Engineering Assistants correspond to Assistants, Higher Grade Assistants, and Superintendents. It was emphasised that promotion in the three grades of Engineers should be on departmental basis without any direct recruitment and, further, there should be no direct recruitment in the cadre of Assistant Engineers. An attempt was made to show that the Engineering Assistants, particularly in Grade I and II

perform the same type of duties as are performed by Assistant Engineers and they have sufficient experience and qualification for being promoted to the cadre of Assistant Engineers.

The All India L.I.C. Employees Federation has made its suggestions with regard to promotions in the Building and Engineering Departments. With regard to promotions to the cadres of Assistant Engineers/Assistant Architects it has said that :—

- (i) All Degree Holders in Engineering/Architecture should be automatically promoted as Assistant Engineers/Assistant Architects.
- (ii) Engineering and Architectural Assistants who have completed 3 years of service in Grade I should be automatically promoted as Assistant Engineers/Assistant Architects.
- (iii) Diploma holders in Engineering/Architecture who have completed 8 years of service in Grade II should be automatically promoted as Assistant Engineers/Assistant Architects.
- (iv) Certificate holders in Engineering, non-diploma holders in Architecture who have completed 12 years of service in Grade II should be promoted as Assistant Engineers/Assistant Architects, subject to their passing in interview.

The All India Insurance Employees' Association has also given its counter suggestions. It has objected to direct recruitment except in Grade III and the entry Grade in Class IV. It has contended that the qualifications as suggested by the management are disproportionately high from what it had itself prescribed in the beginning. It has stressed that diploma holders have been brought in the cadre of Assistants while degree holders "are sitting without promotion". It has suggested that Air conditioning Plant Operators should be placed in HGAs grade.

It was contended on behalf of the Corporation that the Engineering Department is a small Department and very often some type of work may be of a temporary nature. The Corporation should not be bound to engage more men in the Department than what is necessary to meet its requirements. The suggestion of amalgamation of Engineering Assistants Grade II and III was opposed on the ground that it was outside the scope of the reference and there was no warrant for changing the existing classification. It was emphasised that with advancing technology the Department needed the services of better qualified persons and there was imperative necessity for direct recruitment. It is difficult to accept the aforesaid suggestions as put forward by the Unions. If there are degree holders among Engineering Assistants Grade I they can be selected for promotion or can appear in open competitive examinations with suitable relaxation in age limit. The Corporation is entitled to get the service of well qualified Engineers for the post of Assistant Engineers. While a degree in Engineering/Architecture is treated as an eligible qualification it does not follow that those Engineering Assistants in Grade I who have such degrees should be automatically promoted as Assistant Engineers. Similarly, mere completion of three years' service in Grade I cannot entitle a person for automatic promotion as an Assistant Engineer/Assistant Architect. The further suggestions that diploma holders in Engineering/Architecture who have completed 8-years' service in Grade II should be automatically promoted as Assistant Engineers/Assistant Architects and certificate holders in Grade II who have completed 12-years' service should be promoted as Assistant Engineers/Assistant Architects on passing an interview are untenable.

The hands of the management cannot be wholly tied down by confining appointments in Grade I by promotion from Grade II only and not by direct appointment. Normally, promotion in Grade I should be from Grade II but occasions may arise when in view of the exigencies of the requirements of the Department it may be necessary to make direct appointments in Grade I. That is, however, a matter for the management to decide.

Again, how promotion should be made to and from the cadres of Electricians, Plumbers, Carpenters and Masons is a matter for the management to decide. It has to take the requirements of the Department into consideration and has to see that qualified and eligible persons are promoted or appointed in the aforesaid cadres.

Reference was made in this connection to the evidence of W.W. 6 Ashok Vishnu Ke'kar. He stated that he had been employed as an Engineering Assistant Grade II in the Corporation since 1966 and at the time of his appointment the scale of his pay was Rs. 190—485 and the aforesaid scale was equivalent to that of a Higher Grade Assistant. He obtained the degree course from V.J.T.I. Bombay in 1965 in Civil Engineering. According to him he had performed responsible duties in a project work for staff quarters at Vile Parle and at the time of his giving evidence he was working independently and his duties consisted of preparation of tenders for construction of new Branch Office Buildings. He further stated that two Engineering Assistants in Grade II had been promoted as Assistant Engineers.

It appears that persons employed in the Engineering Assistants' Grade are generally diploma holders in Engineering. It may be that some of them possess degrees in Engineering. A distinction between a diploma-holder and a degree-holder in Engineering cannot be obliterated in view of the needs of the Engineering Department which, as has been mentioned above, is continuously expanding. The Corporation will be justified in seeing that the Department is filled by well qualified staff. Overseers or diploma holders in Engineering, however experienced or qualified they may be, cannot be equated with Engineers possessing high academic qualifications. There is no justification for confining the Assistant Engineers' Grade to only those who are promoted from the Engineering Assistants Grade I. The competitive examination for the posts of Engineering Assistants should be opened also to persons in Engineering Grade I with suitable relaxation of age limit. The Promotion Procedure as proposed by E.W.1. Bhadbhade on behalf of the Corporation appears on the face of it reasonable and I am not prepared to disturb it.

From the evidence on record it appears that in some cases the Corporation has made erratic appointments and promotions and very likely that has given rise to some discontent. Bhadbhade in his cross-examination stated :—

"It is correct that in the former proposals of the Corporation the total marks allotted for work record were 15, but they have been increased to 30 in the suggestions made by me in my affidavit. I deny that all promotions including mine, were based on irrationality. I deny that by recruiting outsiders on work charged basis the Corporation has been indulging in unfair labour practice. I deny that I did not consider the cases of Class III employees before resorting to direct recruitment."

It is necessary for the Corporation to see that a consistent policy is followed in making direct appointments and recruitment of outsiders on work charge basis and it is not done in a haphazard manner. The management is fully within its rights to formulate the procedure for promotion of Class III and Class IV employees in Engineering Department. The procedure suggested in E.W.1 Bhadbhade's evidence does not appear to be unfair or unreasonable.

I am not prepared to lay down rules for promotion in the Building Engineering Department of the Corporation. The Corporation has so far not made definite rules and only suggestions have been made by E.W.1 Bhadbhade with regard to the procedure of promotion in the Department. Mr. Phadke for the Corporation did not say that the Corporation disagreed with the aforesaid suggestions. On the other hand, as mentioned above, presumably the suggestions were made by E.W.1 Bhadbhade with the approval of the management itself. As mentioned above, this is a matter for the Corporation itself and subject to the broad rule that existing employees should be allowed to compete in open examinations in higher grades with suitable relaxation in age limit, I am not prepared to make any modification in the promotion procedure as suggested by E.W.1 Bhadbhade.

## Artists :

From the evidence of W.W.7, R. M. Kulkarni and W.W.16, P. D. George, it appears that there is a small Arts Section of the Corporation which contains in all 5 Artists, all of whom are in the cadre of Higher Grade Assistants. Miss Botawala is incharge of the section. She was first appointed in the cadre of an Administrative Officer and now she is in the cadre of an Assistant Divisional Manager with the designation of Senior Artist. The Artists are required to make cinema slides and prepare the cover design of books and other publicity material such as posters, calendars, literature for agents and annual reports etc. The grievance of the Artists who are in the cadre of Higher Grade Assistants is that they have not been promoted and there has been no promotion in the section for the last 12 or 14 years.

W.W.7, R. M. Kulkarni stated that he was a Matriculate and held a diploma in Commercial Art from J. I. School of Arts, Bombay. He joined the Arts Section of the Corporation as a Commercial Artist in the Assistants' cadre in 1964. He obtained his aforesaid diploma in 1965 and thereafter he was promoted to the cadre of Higher Grade Assistant.

W.W.16, P. D. George has stated that the Central Office of the Corporation had issued a circular dated 28th June 1957 inviting applications for the post of Artist. He applied for the post and was interviewed on 18-9-1957. Although no information was given to him that he had been selected, he was asked to report in the Arts Section in October 1957 which he did and since then he worked upto 1960 as an Artist in the grade of an Assistant. After his appointment in 1966 as a Higher Grade Assistant he continued in the same post. According to him the grade announced for the post of Artist in the aforesaid circular was that of a Superintendent. He had made representations to the management protesting against his not being given the grade of a Superintendent but no heed was paid by the Corporation to his representations. According to his statement, W. W. George has read upto matriculation but he did not pass it. It is not clear as to what he meant by "reading upto matriculation examination" and whether he had appeared in the examination or had failed. He obtained a Government Diploma in Commercial Art from Dr. J. I. Institute of Applied Art, Bombay in 1955. He stated that his immediate superior was Miss M. M. Botawala who was an Assistant Divisional Manager and although he was not promoted he was once asked to officiate in the Superintendent's grade for six months as there was no Superintendent in his section. During Miss Botawala's absence on leave he worked in the Department independently without any other guidance. Miss Botawala again went on leave from 12-11-1973 to 14-12-1973 and he was, at the time of his giving evidence, looking after the duties performed by Miss Botawala. He admitted that only an officiating allowance was given to him when he worked in the absence of Miss Botawala.

In his cross-examination, W.W.16, P. D. George stated that there is a Language Cell in the Publicity Department and the Language Assistants in that Cell are in the grade of Higher Grade Assistants. According to him, two years back one Mr. Shirza was appointed as an Assistant Publicity Officer, equivalent to Assistant Administrative Officer and he is now the Head of the Cell. He further admitted that "there are no intermediaries between a Language Assistant and the Assistant Administrative Officer and the Assistants are also entrusted with the duties of production of diaries and calendars". He stated that there is a four years course in the J. I. Institute of Applied Art, Bombay and he used to attend the morning classes from 8 to 10. He took one year longer in obtaining his diploma and got it in five years. He stated that "there are First Division, Second Division and Pass for successful candidates. I was put in the Pass category."

As mentioned above, the grievance of the Artists is that they have not been promoted to Class I. It is for the Corporation to see that in case of vacancies the Artists are given an opportunity for promotion either as Superintendents or as A.A.Os., on the basis of the suggested promotion procedure for Engineers. In case the Corporation needs Artists of better qualifications in the aforesaid higher cadres

it can hold an open competitive examination in which the Artists already in the employment of the Corporation are able to compete with suitable relaxation of age limit. The same rule will apply in the case of Class III employees in the Language Cell.

## Typists and Stenographers :

The settlement of 1973 deals with the cadres of Typists and Stenographers. It makes Record Clerks and Class IV employees and also Sepoys possessing the prescribed qualifications eligible for promotion to the cadre of Typists. The method of selection has to be based on seniority, qualification and work record without any interview and actual selection has to be made by the Promotion Committee on the basis of total marks gained by the eligible candidates on the aforesaid three counts. Provision is also made in the Settlement for promotion to the cadre of Adrema Operators and Punch Card Operators. It appears that after promotion, as mentioned above, Typists are placed in Class III category and brought on par with Assistants. Thereafter, the settlement provides for promotion to the cadre of Higher Grade Assistants in typing pool, Adrema and Punch Card Machine Departments and then for promotion to the cadre of A.A.O. in Typing Pool, Adrema and Machine Departments. The provision in Clause 'L' of the settlement seems to indicate that the cadre of Stenographers is higher than that of "Typists and Assistants" both of whom are made eligible for promotion to the cadre of Stenographers. Clause 'M' deals with the procedure for promotion to the cadre of stenographers in Higher Grade Assistants' Grade. For this the condition of eligibility is 5 years completed service as Stenographers. Clause 'N' provides for promotion of stenographers to the cadre of A.A.O. (PA).

The following pay scales were introduced by an order dated 24-12-1956 :—

Assistants	Rs. 90—300
Stenographers	Rs. 90—300
Clerks including Typists and Stenotypists	Rs. 55—220

Thereafter, the Government of India by its order dated 1-6-1957 called "the Life Insurance Corporation (Alteration of Remuneration and other terms and conditions of service of employees) order 1957", which had retrospective effect from 1-9-1956, introduced, along with others, the following grades. The aforesaid order is also called the Standardisation Order 1956

"Higher Grade Assistants (Earlier known as Assistants)	Rs. 140—410
Stenographers	Rs. 90—300
Assistants (earlier known as Clerks), Typists, Machine operators etc	Rs. 75—300"

The pay scale of Stenographers was higher than that of Typists and the latter were grouped with Assistants. The Stenographers' grievance is that in the revised order of 1957 even though they were put higher than Assistants yet their pay scale was lower than that of Higher Grade Assistants. It has been further contended on their behalf that no promotion rule or any fixed policy has ever been prescribed for Stenographers. It is said that at the time of nationalisation of Life Insurance, Senior Officers took the Stenographers already working with them as their Personal Assistants and after sometime they were made H.G.As. while those who were not attached with the Senior Officers had no chance of being promoted. Even if any such non-attached Stenographer was promoted, it was not based on any fixed promotion policy but the promotion was made only on account of the opportunity of the Stenographer concerned which he got while working with the Senior Officer. The Stenographers have prayed that :—

- "Stenographers attached as P.As. with the Officers of the rank of Zonal Manager and above, should be in the grade of A.O. (Administrative Officer).
- Stenographers attached as P.As. with the Officers of the rank of Sr. Divisional Manager/Divisional Manager, should be in the grade of A.A.O. (Asstt. Administrative Officer).

(c) Every Officer in the rank of Assistant Divisional Manager should have a stenographer in the grade of H G A Special Assistant

(d) Any additional Stenographer required to work with any of the Officers mentioned at (a) and (b) above should be in the grade of H G A /Spl Assistant with appropriate special pay

(e) All Stenographers-PAs in the cadre of A O and A A O be transferred to Administrative side immediately after their completing three years and 5 years of service respectively as PAs in that cadre

(f) Original parity of Stenographers with other cadres as existing immediately after the appointed day under the Standardization Order of 24th December 1956, referred to herein before, should be restored. If, that is not done immediately it may be done by stages as has been envisaged in the case of Section Heads and Superintendents and meanwhile the following rules for promotion to H G A cadre may be accepted

(i) A Stenographer with 5 years service as Stenographer should be automatically promoted to the cadre of H G A Steno irrespective of the fact whether or not there is any vacancy in that cadre

(ii) Stenographers who have completed 2 years service as Stenographer should be eligible for promotion to the cadre of H G A both on administrative side and Stenography

#### FOR PROMOTION TO THE CADRE OF A A O / P A

Stenographers in the H G A /Special Assistants' cadre with five years service in the cadre of H G A Steno should be eligible for promotion to the cadre of A A O (P A)

(b) Stenographers in the H G A /Special Assistants' cadre should be eligible to compete for promotion to the cadre of A A O on the administrative side on qualifying technical examinations prescribed for promotion to the cadre of A A O irrespective of their length of service in H G A Special Assistants' cadre

Other Stenographers in the H G A /Special Assistants' cadre with five years' service in that cadre should be eligible to compete for the post of A A O on the administrative side

#### MARKS FOR SENIORITY

For the purpose of selection for promotion, marks for seniority as applicable to Stenographers should be as under —

Two marks for each completed year of service in the cadre of Stenographer/H G A /Special Assistant Stenographer

General conditions as applicable to other categories of employees which are of advantage to the Stenographers may be made applicable to Stenographers also

The claim made by the Stenographers as mentioned above, appears to be exaggerated. The Promotion Procedure of 1960 was meant to apply to Typists and Stenographers also

Paragraph 9 of the said Promotion Procedure of 1960 runs thus —

"9 Promotion of typists, Stenographers or machine operators (i) Promotion of typists, stenographers and Adrema, Hollerith Power or IBM Operators to the posts of Section Heads and Superintendents for the typists' pools or machine departments will be considered only on the basis of the length of service, work record and general competence for supervisory duties, subject to the necessary vacancies existing for such positions. Stenographers will also be considered for promotion as Higher Grade Assistants

for posting as Personal Assistants to Senior Officers on the basis of their length of service, work record and general suitability for working as Personal Assistants. No test will be held for them. However typists, stenographers and adrema or other machine operators having the necessary qualifications can also appear and qualify for promotion as Higher Grade Assistants, Section Heads or Superintendents by passing the prescribed qualifying tests for promotions to these cadres

(ii) Existing typists who have obtained a minimum speed of 100 words per minute and 40 words per minute in Shorthand and Typewriting respectively, should be allowed to appear for a competitive test and those who come out successful, shall be considered eligible for promotion to the Stenographer's grade as and when vacancies arise

Note 2 says —

"For purposes of promotion to the cadre of Section Heads Higher Grade Assistants and Superintendents, the minimum qualifying period of service shall be the service rendered in the Assistants', Stenographers', Typists or other similar grades"

The provisions of the aforesaid paragraph 9 provide for promotion of typists, stenographers and machine operators to the posts of Section Heads, Higher Grade Assistants and Superintendents and they appear to be satisfactory. It is for the Corporation itself to follow the aforesaid procedure for appointment of Typists and Stenographers either on promotion or by direct recruitment when necessary. If qualified persons are available from among Class IV employees, preference should be given to them for promotion as Typists. There should not be deviation from the basic rule that those already in employment should be given opportunity to seek promotion, if they are qualified, in the pool of Typists. There is no reason for doing away with interviews in the matter of promotions

It was stated before me that at present the number of Stenographers in the Corporation is 850. There are 3643 Officers in the employment of the Corporation out of whom 15 Officers are entitled to have Stenographers of the rank of A A O, 120 Officers are entitled to have Stenographers of the rank of H G As and 440 Officers are entitled to have Stenographers of ranks other than A A Os, and H G As. The Corporation may fix the number of Stenographers in the ranks of A A Os and H G As as also of Superintendents. The number may vary according to its requirements. Promotion of Typists and Stenographers in the cadres of Higher Grade Assistants and Superintendents should be in accordance with the procedure as laid down in the aforesaid paragraph 9. For promotion as A A Os the procedure similar to that of Engineers may be followed. It is also necessary that discretion should be allowed to the Corporation in making selections from eligible candidates for the posts of Personal Assistants. In any case, the aforesaid promotion procedure is a matter for the Corporation itself and all that is necessary for me to say is that in addition to departmental promotions Typists and Stenographers should not be denied the opportunity to seek promotion by appearing along with others in open competitive examinations with suitable relaxation of age limit

Before I proceed to make my award, certain special aspects of the nationalised Life Insurance business in India may be emphasised. It has several features in common with the banking business, but there are also differing points. The Corporation at present has the exclusive monopoly of Life Insurance business in the country. In Banks persons make deposits or open their accounts and they are entitled to get back their money with interest. How the deposits dealt with by the Banks do not concern the depositors much. They want to be assured that their money is not lost either wholly or in part on the failure of Banks. With the nationalisation of Banks this risk has been eliminated. On the other hand, a person insures his life in order to cover his life's risk and for making provision for his heirs and nominees. If the policy is for a fixed period and the insured person survives

that period he in fact gets back an amount which is less than what he has paid on account of premiums. The premiums and the interest thereon may well exceed the amount that he will receive back on the maturity of his policy. It is true that life insurance ensures compulsory savings, but a person who thinks he can make more profitable investments of his savings and who has made other provisions for his family members may not go in for insurance. The scheme of insurance as envisaged on nationalisation of Life Insurance business in the country seeks to insure a very large number of the people in the country and this is sought to be done with a view to mobilise the people's savings for their own benefit. The call for insurance transcends personal considerations and is put on community level. People are called upon to take policies not only for their own benefit and of their family members but also for the benefit of the people in general. The people's savings paid by them to the Corporation in the shape of premiums has to be partly invested for financing and promoting Welfare Schemes for the benefit of the people in rural and urban areas.

In short the people's money has to be utilised with a view to ensure their future welfare and the Corporation has, in substance, to act as trustees in dealing with the amounts of premiums that it receives and handles. In this set-up there can be no question of any class struggle between the employees of the Corporation and its management. The following extracts from the November 1971 issue of the "Vima Kamgar" which is a monthly bulletin of Insurance Corporation Employees' Union, Bombay (Annexure "C" to the reply of the All India Insurance Employees' Association, Paper No. 237/A) make a painful reading :—

The talks on Promotion Policy have passed through various stages in the background of massive mobilisation of the employees in cities like Bombay and in this long process, many reactionary ideas of the hardened bureaucrats of the Central Office have received a severe jolt and for the first time a number of progressive features have been introduced in the promotion policy. The very fact that the LIC Management has been ultimately persuaded to sign a negotiated settlement on Promotion Policy under the provisions of Industrial Disputes Act-which position they could never conceive of in the past shows to what extent we have made an advance."

"... We in Bombay will always apply only one test to make proper evaluation of the settlement and that is how far it has secured maximum good for the maximum number of employees. In our whole campaign, we have never allowed ourselves to be guided by the narrow consideration of satisfying those who are 'extra ordinary' and 'too anxious' to secure promotions. Our concentration has always been on that 'common man' who has stood with the union in all trials and tribulations and whose trade knowledge and contribution to the progress of the industry is indisputable. How far he has been benefitted is the question to which we have to seek an answer."

"The General Insurance Employees led by General Insurance Employees' All India Association have been quick enough to fall in line with the working class. They have stormed the industry with their militant trade union actions ....."

"A peculiar feature of the trade union actions in various General Insurance Companies this time was holding demonstrations inside the office premises ....."

"... Therefore a. t. u. workers of today could not be a mere slogan-shouter. He had to keep his eyes and ears wide open and thus his mind must be receptive to the socio-economic and political changes around him. It was most essential that he develops his class understanding regarding these happenings around him to meet the manoeuvres of his class enemies. Com. Ghanekar expressed his ardent hope that the t.u. movement of life insurance employees especially at Bombay would rise fully to these new challenges and tasks."

The Corporation is regarded as if it is a factory or an enterprise owned by some capitalists and the employees have to protect their interests by waging class struggles in the familiar manner viz. demonstrations and strikes etc. for compelling the management to concede their demands. It is not sufficiently realised that such crusades, in the context of the frame work of the Corporation, amount to the employees fighting not only against the management but against the vast body of policy holders of the country as well. The management has to discharge its duties with a view to utilising the people's money in the best possible business like manner. The Life Insurance Act, the Standardisation Order and the Staff Regulations have made provisions for the conduct of the business of the Corporation. Further, Sections 48 and 49 of the Act empower the Central Government and the Corporation with the sanction of the Central Government to make rules for the conduct of the Corporation's business.

The Corporation while becoming a party to the Settlement of 1973 acted beyond its powers in eventually eliminating the cadres of Section Heads and Superintendents and in creating a new cadre of Special Assistants. That could only be done by making amendments in the Standardisation Order and the Staff Regulations by the Central Government or by the Corporation with the sanction of the Central Government. It was not pointed out before me that the Corporation in entering into the settlement of 1971 was acting with the sanction of the Central Government. I doubt that, even if there was such sanction, the Corporation could go beyond the provisions of the Standardisation Order and the Staff Regulations without the necessary amendments in the same for elimination of the cadres of Section Heads and Superintendents and creation of a new cadre of Special Assistants. I have already mentioned the other grounds on which the settlement of 1971 and 1973 have to be struck down. What is necessary to emphasise is that in the two settlements the Corporation allowed itself to be pulverised and compelled to accept encroachments in its managerial functions. Framing of rules regarding promotion is essentially a managerial function and the terms of promotion procedure cannot be dictated to the management by the Corporation's staff. It is not for me to go further into the question as to why the Corporation allowed itself to be preised in the matter of the promotion procedure of the Corporation. E.W. 2. Dharwadkar has said that it was done during the process of collective bargaining and with a view to ensure industrial peace. As I have already said the concepts of any inherent class conflict between the management and its employees have no relevance in public sector undertakings and particularly in an undertaking like the Corporation which, in substance, has to act in the interest of the people. If the management fails to discharge its duties properly it will amount to a failure in protecting and safeguarding the people's interest.

It is, however, true that while discharging its statutory duties the Corporation has also to safeguard the legitimate interests of its employees. After a deep slumber the country has become free and its people rightfully look to the benefits of freedom. The days when there was peace of the grave-yard in the country are over. India's citizens look for better living conditions, better education and better prospects for themselves. Economic security has been darkened at present on account of the phenomenal price rise in the country. It is, therefore, natural that the employees of the Corporation, along with their other fellow citizens, should look to and hope for better conditions and prospects in their service. The Corporation has to see that the legitimate aspirations of its employees are given satisfaction, but it does not follow that in trying to seek satisfaction for their legitimate aspirations the employees should pressurise the management in agreeing to encroachments on managerial functions. The broad rules with regard to promotion have been set out in the Sastry Award and while agreeing to the aforesaid principles the only observation I can make, in supplementing the aforesaid principles, is that in a people's undertaking in the public sector, such as the Corporation, the powers of the management in matters of promotion have to be larger and not lesser than as set out in the Sastry Award. It was observed in the Sastry Award: "We do not think that 'any hard and fast rules can be laid down in connection with promotion'". It was definitely opposed to the suggestion that employees' Unions should be consulted in connection with promotions and observed that such consultation could not be supported

on principle and it was not likely to be helpful either. It was further observed that while "seniority in service should be one of the most important factors to be taken into account for the purpose, we are unable to agree that mere length of service alone irrespective of efficiency, educational qualifications, character and nature of responsibility required in connection with the vacancies to be filled in should be the sole or even the main criterion for promotion." It further observed that "promotion is certainly not a matter which could be made automatic and a great deal of discretion by its very nature must rest with the management in this connection". It laid down the broad rule that "even when direct recruitment to particular posts is decided on, deserving men already in service who come up to the required educational qualifications should also be enabled to compete for such recruitment by a reasonable relaxation of the rules relating to age and other restrictions, if any." As I have already mentioned, I respectfully agree with the aforesaid principles as laid down in the Sastry Award.

I have already mentioned the desirability of providing for two separate channels of promotion viz. firstly, Assistants to Section Heads and then to Superintendents and thereafter as A.A.Os, secondly, Assistants to Higher Grade Assistants and then A.A.Os. But this can only be done by making the necessary amendments in the Standardisation Order and Staff Regulations and my suggestion is only of a recommendatory nature.

The Sastry Award in paragraph 529 observed that "the apprehension of the employees underlying the demand for length of service to be the sole governing factor for promotion may be due to apprehensions of nepotism and victimisation of employees who take active interest in the trade union movement. "The Promotion Procedure of the Corporation provides for appeals to an authority higher than the promoting authority. It has come in evidence before me that employees have some apprehensions with regard to impartial decisions in matters of promotion. The apprehension even if it does not have much foundation nevertheless exists. It has come in evidence that promotions in some Zones were not as liberal as they were made in other Zones.

W. W. 10 K. V. Appa Rao has stated :—

"I am working as an Assistant in the Divisional Office at Hyderabad since 1960. I have technical qualification. I am an Associate. At the time of my joining the Corporation, I was a graduate and also had a Bachelor degree in Education (B. Ed.). While in service, I have taken the law degree from Osmania University....." ".....In three Zones about which I am aware many technically qualified employees have not been promoted. I am not aware of Eastern and Western Zones, I do not know the exact figure, but a large number of promotion test qualified employees have not been promoted....."

".....I have passed the departmental examination ....."

".....I have a grievance for not being promoted ....."

I think it is desirable that in view of the large number of staff of the Corporation, which is likely to grow in coming years, the Corporation should have an impartial body like a Public Service Commission, for dealing with the grievances of the staff in matters of promotion. If a separate and independent body is created to supervise and entertain appeals against promotion orders it will inspire confidence among the employees and provide a forum to the employees for seeking relief in the matter of promotions. Again, I can only make a recommendation in this matter and it is for the Central Government and the Corporation to accept or reject it.

I now proceed to make my Award :—

- (1) The Settlements of 15-10-1971 and 15-2-1973 are not binding on the Corporation and have to be struck down.
- (2) While it is open to me to examine the fairness or otherwise of the rules of promotion as laid down

in the Standardisation Order 1957 and Staff Regulations 1960, I see no reason to make any modifications in the aforesaid provisions.

- (3) I have further to see whether the Chairman in exercise of his powers under section 4 of the Staff Regulations has acted fairly and reasonably in framing the Promotion Procedure and such provisions do not infringe the rights of the employees and also of the management. The Corporation's Promotion Procedure of 1960 and the conditions of eligibility and the criteria for selection as laid down in it, subject to the modifications suggested by me, appears to be fair, just and reasonable and it should be followed. The Corporation itself may make modifications in it.
- (4) Promotion must relate to existing vacancies and there should be no automatic promotion or promotions only for the sake of widening the avenues of promotion.
- (5) The provisions in the Settlement of 1971 with regard to upgradation of Section Heads and Superintendents and creation of a new cadre of Special Assistants have already been struck down by the courts and, in my opinion also, they cannot stand.
- (6) Promotion should be based on seniority in the cadre itself to which an employee belongs and not on the basis of total seniority in service. Total seniority may be a factor for consideration by the Selection Board at the time of making selections.
- (7) The Corporation has the right to provide for interviews by Selection Committees for promotion of Class III and IV employees. The Promotion Procedure of 1960 does not specifically prescribe marks on different counts but the allotment of marks as suggested or adopted by the Corporation viz. Interview 30, Qualification 15, Seniority 15 and Work Record 40, out of 100, is fair and reasonable. But the allotment of marks for different types of qualifications viz. academic, technical and departmental tests should be reconsidered by the Corporation and there should not be much variation of marks between departmental tests, qualifications and technical qualifications. In fact, the true measure of such qualifications can be better assessed from the work record and also from the performance of candidates in interviews.
- (8) The system of marking as suggested in the two settlements is not fair and cannot be upheld. It is open to the Corporation to prescribe departmental or promotion tests for all promotions.
- (9) The list of eligible candidates who are to compete for final selection should be prepared in order of merit (marks) based on seniority qualifications and work record taken together. Eligible candidates equal to not more than five times the number of vacancies should be permitted to compete for the selection.
- (10) Direct recruitment cannot be stopped and it is open to the Corporation to make direct recruitment in any category in Class III or IV subject to the broad rule that deserving men already in service who fulfil the required qualifications should also be enabled to compete for such recruitment by a reasonable relaxation of the rules relating to age and other restrictions if any. The same rule will apply in case of direct recruitment for posts of A. A. Os. The extent of direct recruitment in different categories of Classes III and IV has to be fixed by the Corporation itself.
- (11) Generally, departmental tests should be prescribed for all promotions but the condition may be waived or suitably modified when very senior employees with meritorious record of service are considered for promotions.

- (12) In making promotions of Sepoys to Head Peons' cadre, Sub Staff to Record Clerks' cadre, Record Clerks to Assistants' cadre, Assistants or Section Heads to Higher Grade Assistants' cadre and to the cadre of Superintendents the provisions of the Procedure of 1960 subject to the modifications as mentioned above, may be followed by the Corporation
- (13) Superintendents and Higher Grade Assistants are both eligible for promotion to the cadre of Class I Officers and the procedure for their promotion should be determined by the Corporation on the basis of the provisions as laid down in the Promotion Procedure of 1960 for promotion of Assistants or Section Heads to the cadre of H G As with suitable modifications. They can also appear in open competitive examinations for appointment in Class I posts
- (14) Promotion of Engineering Assistants and Class IV employees in the Engineering (Building) Department should be on the principles as mentioned in the affidavit of E W 1, Bhadbhade
- (15) The rules for promotion of Typists and Stenographers should be in the manner as mentioned in the Procedure of 1960. While they can be promoted from their respective cadre in the Typing Pool, it will be open to them to compete for Higher Posts on the same conditions as are required for others. Discretion however, may be allowed to the Corporation in making selection from eligible candidates for Personal Assistants' posts for Stenographers
- (16) Fixation of cadre strength and grant of Special Pay are matters for the Corporation to deal with and this Tribunal has no jurisdiction to go into them
- (17) The term 'Non matric' should be confined to a person who has appeared and failed in a matriculation examination
- (18) All promotions by the Corporation should be subject to the reservation or relaxations of rules in favour of Scheduled Castes and Scheduled Tribes in accordance with such directions as the Central Government may issue from time to time
- (19) The Corporation is entitled to use its discretion for reservation or relaxation of rules for promotion in favour of Ex-Emergency Commission Officers
- (20) This Award will not have any retrospective effect

The contesting Unions have played for costs. It was contended by Mr N V Phadke on behalf of the Corporation that the dispute before me was not vexatious and it was a dispute within the industry and therefore, the parties should bear their own costs. He also stated that special leave including Travelling Allowance and Daily Leave Allowance had been given to all the representatives who had appeared before me on behalf of their respective Unions. The Corporation had treated their leave as on duty.

The Corporation cannot be wholly absolved of the responsibility for the dispute before me. It invited trouble in agreeing to make the question of Rules of Promotion a matter to be negotiated between it and the members of its staff as represented by their respective Unions. Further, the Corporation by making automatic promotions for some time of those who had acquired certain technical qualifications had disturbed the promotion procedure which it had been following earlier and this step created a serious discontent among its staff. Under these circumstances, the Corporation must bear the costs to some extent which the contesting Unions had to bear for conducting their respective cases before me. They had to incur expenses in taking legal advice and preparing their replies and statements. While some of the Unions were represented by their own representatives, quite a number of them were represented by eminent counsel who appeared before me at Delhi, Bombay and Allahabad. Such Unions who had been represented by counsel are entitled to get larger amounts by way of costs.

The contesting Unions will have costs as follows —

	Rs.
1 LIC Higher Grade Assistants' Association	5,000
2 All India Life Insurance Employees' Association	500
3 All India LIC Employees Federation	3,000
4 All India LIC Supervisory Staff Association	2,000
5 All India National Life Insurance Employees Federation	500
6 National Organisation of Insurance Workers	500
7 All India Technically Qualified LIC Employees Association	4,000
8 All India Insurance Employees Association	5,000
9 LIC Promotion Test Qualified Employees Forum	500
10 LIC Senior Employees Convention	1,000
11 LIC Aggrieved Law Graduates Circle	800

I must express my gratitude to the Unions' representatives and the eminent counsel, particularly Messrs N V Phadke, D L Sengupta, MP, M K Rammurthi, and V Jagannatha Rao. The level of their arguments before me rose high indeed. Some of the representatives of the Unions, particularly Messrs Madan Mohan, S N Bhowmik, K V Apparao and S C Panchmiya argued their cases before me very ably. Although his Union, the All India Insurance Employees' Association, was represented by Shri M K Rammurthi, Shri S N Bhowmik cross-examined some witnesses and partly argued on behalf of his Union. I was deeply impressed by his ability and gentleness of manners. The assistance that I received from the counsel and the learned representatives of Unions has greatly helped me in giving my Award as expeditiously as possible and I am grateful to them.

Dated 8-6-1974

Sd/-

S N KATJU, Presiding Officer

NATIONAL INDUSTRIAL TRIBUNAL,  
JABALPUR (M P)

REFERENCE NO NIT—1 OF 1973

ANNEXURE - I

MEMORANDUM OF SETTLEMENT ON PROMOTION  
PROCEDURE APPLICABLE TO CLASS III AND  
CLASS IV EMPLOYEES.  
BETWEEN

The Life Insurance Corporation of India  
AND

Its workmen

Represented by

- 1 All India Insurance Employees Association, 24, Chittaranjan Avenue Calcutta-12
- 2 All India National Life Insurance Employees Federation, 11-H, Connaught Circus, New Delhi
- 3 All India Life Insurance Employees Association Andhra Insurance Building, 12, Chowringhee Square, Calcutta-1

Memorandum of settlement under section 2(p) and section 18(1) of the Industrial Disputes Act, 1947, read with rule 58 of the Industrial (Central) Disputes Rules, 1957, in the matter of promotion procedure applicable to Class III and Class IV employees of the Life Insurance Corporation of India

SHORT RECITAL OF THE CASE

The Government of India under two separate orders dated 28th November, 1968 and 22nd August, 1969, had



referred in all 13 demands of the workmen being Class III and Class IV employees of the corporation to the National Industrial Tribunal, New Delhi, for Adjudication. Subsequently, however, an amicable settlement was reached in respect of all the 13 demands and the terms of the settlements were incorporated in two separate settlements dated 20th June, 1970 reached between the parties. Thereafter, the Tribunal was moved by the parties for an award in terms of the settlements and the said Tribunal gave its award dated 22nd July, 1970, accordingly.

2. One of the items which was referred to the said Tribunal and which was subsequently withdrawn in terms of the settlements reached realated to 'Rules regarding promotion'. This item was withdrawn from the reference on the assurance that the management would agree to hold discussions with the representatives of the parties representing workmen in the adjudication for a review of the existing rules.

3. Accordingly, discussions were held between the management and the representatives of the four Associations for a review of the existing rules. In the light of these discussions, it is hereby agreed by and between the parties hereto as follows :

### TERMS OF SETTLEMENT

#### PRELIMINARY

##### (1) Mode of Promotion :

All vacancies to be filled by promotion during the financial year will be declared in advance once every year before selection for promotion to such vacancies is made.

Selection of candidates for promotion will be made in accordance with the eligibility conditions and the criteria for selection laid down hereinafter on the basis of the recommendations made by the appropriate Promotion Committee. The Promotion Committees will be duly constituted for this purpose in accordance with the provisions of the LIC of India (Staff) Regulations, 1960.

##### (2) Promoting Authority:

Promotion to the cadre of Assistant Administrative Officer with the exception of those who may be promoted through competitive examinations shall be made by the competent authority on Zonal basis. Promotion to the cadre of Assistant Administrative Officer through competitive examinations shall be made by the competent authority on an all-India basis.

All promotions in Class III and Class IV shall be made by the competent authorities on a Divisional basis.

##### (3) Ranking list:

As soon as the number of vacancies is announced, selection for promotion to fill these vacancies will be taken on hand and a ranking list showing the names of the employees selected for promotion will be finalised within a period of three months and published. The ranking list shall contain the names of employees selected for promotion equal to the number of vacancies plus 20 per cent for exigencies. Candidates who have not been offered Promotions during the year shall continue to remain on the ranking list.

##### (4) Posting of candidates placed on the ranking list:

(a) Due regard being paid to the position held by the candidates on the ranking list, actual posting of candidates on the ranking list will be decided by the Promoting Authority taking into consideration the needs of the office, the office where the vacancy has arisen, suitability of a candidate for the post, the age of the candidate and his family responsibilities. All promotions and postings (excluding 20 per cent reserve for contingencies) will be announced simultaneously after the ranking list is published.

(b) Where a candidate represents that he should be allowed to forego a promotion involving transfer to

a different place, the Promoting Authority may, if it is satisfied with the explanation tendered by the employee concerned regarding his difficulties in accepting the transfer, allow such an employee to forgo promotion. In this event, the employee will forfeit his right to be promoted during that year and will have to compete with other eligible candidates in the next round of selection

(c) If for reasons mentioned in clause (b) above or otherwise any vacancies in Class III remain unfilled, further selection may be made in accordance with the procedure laid down in this agreement.

(d) The promotion shall take effect only after a candidate assumes charge of his new post. The *inter-se* seniority in the promoted cadre among the candidates whose names are included in the ranking list shall be equal irrespective of the date of actual posting.

##### (5) Competitive examination:

A scheme of competitive examination will be introduced for promotion to the cadre of Assistant Administrative officers on an experimental basis in lieu of direct recruitment. This scheme will continue to remain in force for the period of this agreement, at the end of which the scheme may be discontinued if the experience is not found satisfactory. Direct recruitment to posts requiring technical qualifications or skill such as Actuaries, Chartered Accountants, Engineers and Architects will, however, continue.

##### (6) Creation of the cadre of Special Assistants:

(i) A new cadre called the Special Assistants' cadre will be formed carrying the existing scale of pay applicable to Higher Grade Assistants. All the existing Higher Grade Assistants will hereinafter be called Special Assistants.

(ii) Existing Section Heads and those promoted Section Heads hereinafter laid down, all the existing Section Heads shall be placed in the new cadre of Special Assistants.

##### (7) Superintendents:

Subject to the transitional arrangement in the manner hereinafter laid down, all the existing Superintendents shall be placed in the cadre of Assistant Administrative Officers.

##### (8) Transitional Arrangement:

(i) Candidates who have already been placed in the ranking list for promotion to the cadre of Section Heads or Superintendents will be promoted to these cadres respectively on a priority basis and shall be placed in the scale of Special Assistants and Assistant Administrative Officers respectively at the appropriate time.

(ii) Existing Section Heads and those promoted Section Heads' cadre under (i) above will be placed in the new scale of Special Assistants by stages. Their basic pay in the Special Assistants' scale will be fixed at the stage which is equal to their basic pay in the Section Heads' scale or if there is no such stage, then at the next higher stage. For this purpose, selection shall be made on the basis of seniority in Section Heads' scale as follows.

(a) Those Section Heads who have completed 8 yrs' service or more as Section Heads as on 1-9-1971 shall be upgraded in the Special Assistants' scale with effect from that date.

(b) Those who have completed 5 years' service or more as Section Heads as on 1-9-1972 will be upgraded to the Special Assistants' scale with effect from that date.

(c) The remaining Section Heads will be upgraded with effect from 31-3-1973.



NOTE: (i) In all such cases, the date of increment will not be changed.

(ii) For the purpose of service in the cadre of Special Assistant, all Section Heads falling under (b) and (c) above will be deemed to have been upgraded with effect from 1-9-1971 or from the date of actual promotion as Section Heads, whichever is later.

(d) Notwithstanding the above, such of the existing confirmed Section Heads as are not placed in the Special Assistants' scale will be entitled to compete for promotion to the cadre of Special Assistants along with other eligible candidates for new vacancies. These will not be counted against regular vacancies in the Special Assistants' cadre.

(e) All existing confirmed Section Heads will be given an option either to elect for the upgrading in the manner prescribed above or to continue as Section Heads until 31-3-1973 and to compete with other eligible candidates for promotion to the cadre of Special Assistants before that date.

(iii) Existing Superintendents will be placed in the AAOs' scale of pay by stages. Their basic pay in the AAOs' scale will be fixed at the stage which is equal to their basic pay in the Superintendents' scale or if there is no such stage, then at the next higher stage. Where the fixation of salary in the scale of AAO in the manner laid down herein leads to a loss of remuneration, Personal Allowance in consideration of such loss will be granted in terms of the relevant provisions of Regulation 57. For this purpose, selection shall be based on seniority in the Superintendents' scale as follows:—

(a) Those who have completed 8 years' service as Superintendents as on 1-9-1971 will be upgraded as AAOs with effect from that date.

(b) Those who have completed 5 years' service or more as Superintendents as on 1-9-1972 will be upgraded as AAOs with effect from that date.

(c) The remaining Superintendents will be upgraded with effect from 31-3-1973.

NOTE: (i) In all such cases the date of increment will not be changed.

(ii) For the purpose of service in the cadre of AAO all Superintendents falling under (b) and (c) above will be deemed to have been upgraded with effect from 1-9-1971 or from the date of actual promotion as Superintendents, whichever is later.

(d) Notwithstanding the above, such of the existing confirmed Superintendents as are not placed in the AAO's scale will be entitled to compete for promotion to the cadre of AAO along with other eligible candidates for new vacancies. These will not be counted against regular vacancies in the AAO's cadre.

(e) All existing confirmed Superintendents will be given an option either to elect for the upgrading in the manner prescribed above or to continue as Superintendents until 31-3-1973 and compete with other eligible candidates for promotion to the cadre of AAO before that date.

#### (9) Conditions of Eligibility and Method of Selection:

The conditions of eligibility and method of selection for promotion shall be as under:—

A. For promotion to the cadres of Sepoys/Watchmen/Liftmen/Hamals.

#### Conditions of Eligibility:

(a) Sweepers and Cleaners and others in the scale of Sweepers and Cleaners with 2 years' service and possessing minimum educational qualifications for direct recruitment to the post of Sepoys/Watchmen/Liftmen/Hamals.

(b) Sweepers and Cleaners who have completed 10 years' service and have passed 4th Standard.

#### Method of Selection:

(i) For the post of Sepoys, selection shall be based on seniority. There shall be no interview. However, employees with below average work record will not be considered for promotion. Selection for the post of Watchmen/Liftmen/Hamals shall be based on seniority and suitability. Employees with below average work record will not, however, be considered for promotion.

(ii) Available vacancies, including new posts sanctioned will be first filled by candidates falling under eligibility condition (a) above, selected for promotion and next by other candidates, selected for promotion. In the event of non-availability of candidates, the posts will be filled by direct promotion.

#### B. For promotion to the cadre of Head Peons:

##### Conditions of Eligibility:

All Sepoys who can read and write English or any Indian language.

##### Method of Selection:

Selection shall be based on seniority. There shall be no interview. However, employees with below average work record will not be considered for promotion.

#### C. For Promotion to the cadre of Record Clerks:

##### Conditions of Eligibility:

(a) Test Category: Sub-staff in Sepoy's or higher grade who have completed 2 years' service in the grade.

(b) Exempted Category: All Class IV employees who have passed Matriculation or S.S.C. Examination and who have completed at least 2 years' service will be exempted from the test.

##### Method of Selection:

(i) Selection shall be based on seniority. There shall be no interview. However, employees with below average work record will not be considered for promotion.

(ii) Available vacancies, including new posts sanctioned will be first filled by candidates falling under the exempted category, selected for promotion. The remaining vacancies will be filled by other candidates selected for promotion.

NOTE: Employees who have passed Record Clerk's test will be exempted from the test for a period of three years from the date of the publication of results of the test.

#### D. For Promotion to the cadre of Assistants:

##### Conditions of Eligibility:

(a) Record Clerks and Class IV employees who are graduates.

(b) Under-graduate Record Clerks or Class IV employees who possess the qualifications prescribed for direct recruitment to the cadre of Assistants.

(c) Matriculate Record Clerks with 5 years' service as Record Clerks.

- (d) Non-Matriculate Record Clerks with 10 years' service as Record Clerks.

#### Method of Selection:

- (i) Selection shall be based on seniority, qualifications and work record. There shall be no interview. However, employees with below average work record, will not be considered for promotion. Actual selection will be made by the Promotion Committee on the basis of the total marks gained by the eligible candidates on the aforesaid three counts viz., seniority, qualifications and work record.
- (ii) Available vacancies, including new posts sanctioned will be first filled by the candidates falling under eligibility conditions (a) and (b) above, selected for promotion. Not more than 50 per cent of remaining vacancies, including new posts sanctioned, will be filled by candidates falling under eligibility conditions (c) and (d) selected for promotion.
- (iii) The promotion of employees selected will be given effect to from the date of their taking over charge of their post on probation. There shall be no test before confirmation in respect of Record Clerks who are graduates and non-graduate Record Clerks who possess the qualifications prescribed for direct recruitment to the cadre of Assistants. Their confirmation in the cadre of Assistant would be based on satisfactory work record only. However, other category of employees promoted to the Assistant's code will be required to undergo training related to the actual work in the department in which they are posted and their confirmation will also be subject to their passing the test relating to the actual work in the department.

#### F. For promotion to the cadre of Special Assistant:

##### Conditions of Eligibility:

##### 1. Technical:

Employees in the Assistant's grade who have qualified in any of the following examinations:—

- (i) A.C.I.I.
- (ii) A.F.I.I.
- (iii) Intermediate Examination of the Institute of Chartered Accountants.
- (iv) Two subjects of the Examination of the Institute of Actuaries.
- (v) LL.M. or LL.B. Second Class.
- (vi) Ph. D.
- (vii) B.Com. Second Class or M.Com.
- (viii) University Diploma in Business Management.
- (ix) Final Examination of the institute of Cost and Works Accountants of India.
- (x) Diploma of Indian Life Offices Association.

NOTE : (i) Chairman may, at his discretion, specify any equivalent or other examinations or qualifications, which have relevance to the work of the Corporation for the purpose of eligibility under this group.

- (ii) Candidates who do not satisfy the qualifications laid down above under the head "Technical" shall be regarded as falling under "Non-Technical" group.

#### II. Non Technical :

- (a) Assistants with 5 years' service as Assistants.
- (b) Telephone Operators, Punch Card Adrema Operators, typists, Stenographers and Comptists who have passed departmental tests for promotions to the cadre of Section Heads, H. G. As. or Superintendents.

#### Method of Selection :

- (i) So far as the employees falling under Technical group are concerned, preference will be given to candidate with Actuarial qualifications in the matter of selection to posts which require Actuarial knowledge. Other candidates in this group will compete for posts in other departments.
- (ii) 60 per cent of the posts will be reserved for 'Non-technical category and 40 per cent for "Technical category. If in any group, the number of candidates eligible for Selection under the rules is less than the number of vacancies in that group, the remaining vacancies will be filled by selecting persons from the other group.
- (iii) Selection shall be made on the basis of seniority, qualifications and work record. There shall be no interview. However, employees with below average work records will not be considered for promotion. Selection shall not, however, be made from among all eligible candidates, but separate panels for the two categories, viz., 'Technical' and 'Non-Technical' will be drawn up strictly on the basis of seniority and qualifications, consisting of names of candidates equal to 3 times the number of vacancies and actual selection from the panel so prepared will be made by the Promotion Committee on the basis of the total marks gained by the eligible candidates on the aforesaid three counts, viz., seniority qualifications and work record.

#### F. For promotion to the cadre of Assistant Administrative Officers:

##### Conditions of Eligibility:

##### I. Technical:

- (i) Special Assistants who were previously Higher Grade Assistants and have qualified in any of the following examinations:—
  - (a) F.F.I.I.
  - (b) F.C.I.I.
  - (c) A.C.A.
  - (d) 5 subjects of the Examination of the Institute of Actuaries.
  - (e) Final Examination of the Institute of Costs and Works Accountants of India with 3 years' services as H.G.A./Special Assistant.
- (ii) Special Assistants who were previously Section Heads and have qualified in any of the following examinations:—
  - (a) FFII/FCII/ACA/Final Examination of the Institute of Cost and Works Accountants of India with 3 years' service as Special Assistant.
  - (b) 5 subjects of the examination of the Institute of Actuaries.
- (iii) Other Special Assistants who have qualified in any of the following examinations:—
  - (a) FFII/FCII/ACA/Final Examination of the Institute of Cost, and Works Accountants of India with 5 years' service as Special Assistant.
  - (b) 5 subjects of the examination of the Institute of Actuaries.

NOTES: (i) Chairman may at his discretion, specify any equivalent or other examinations or qualifications which have relevance to the work in the Corporation for the purpose of eligibility under this group.

- (ii) Candidates who do not satisfy the qualifications laid down above under the head "Technical" shall be regarded as falling under "Non-Technical group".

**II. Non-Technical :**

- (i) Special Assistants who were promoted from the cadre of Assistants with 8 years' service as Special Assistants,
- (ii) Special Assistants who were previously Section Heads with 5 years' service as Special Assistants;
- (iii) Existing Section Heads and Higher Grade Assistants who were promoted from the cadre of Section Heads, who have completed at least 25 years of service or have completed 45 years of age and 20 years of service;
- (iv) Existing Section Heads in the Typing Pool or Machines Department who have completed at least 25 years of service or who have completed 45 years of age and 20 years of service and who have passed the Superintendent's test;
- (v) Special Assistants who were previously Higher Grade Assistants with 5 years' service as Higher Grade Assistants/Special Assistants.

**III. Competitive Examinations :**

All Class III employees, excluding Record Clerks, provided they satisfy the following conditions will be considered eligible to appear at the competitive examinations:

- (a) Age not above 35 years as on 1st April of the financial year in which the examination is held.
- (b) 3 years' service in the cadre as on 1st April of the said year.
- (c) First Class graduates or post graduates or Second Class graduates or post-graduates with 55 per cent aggregate (50% aggregate in the case of graduates or post-graduates with Arts/Commerce subjects).

OR

Those who have passed ACII, AFII, Intermediate examination of the Institute of Chartered Accountants of India, two subjects of the examination of the Institute of Actuaries, LL.M. or LL.B. Second Class Ph. D., M. Com or B. Com. Second Class, University Diploma in Business Management, Final examination of the Institute of Cost and Works Accountants of India.

NOTE : (i) Employees who have gained eligibility for promotion to the cadre of Assistant Administrative Officers under the existing promotion rules as on the date the new procedure comes into force and those who had passed the competitive examination held previously for direct recruitment to the cadre of Assistant Administrative Officers or promotion test for Superintendents' cadre shall be eligible to appear for the competitive examination for AAO's posts, irrespective of their age.

- (ii) All existing employees in the service of the Corporation as on the date the settlement comes into force who are first class graduates or first class post-graduates or who have qualified for the Fellowship of F.I.L. or C.I.L. shall be eligible to appear for the competitive examination for AAO's posts irrespective of age.

**Method of Selection :**

- (i) Eligible candidates will be divided into 3 groups viz. (1) Technical, (2) Non-Technical and (3) those who pass the competitive examination. There shall be reservation of vacancies as follows:—

Technical	30%
Non-Technical	40%
Competitive Examination	30%

- (ii) In the case of first and second groups, viz. Technical and Non-Technical selection shall be based on seniority, qualification work record and interview. Selection shall not, however, be made from among all eligible candidates but separate panels will be drawn for each of the category, strictly on the basis of the total marks gained by each candidate for seniority and qualification and actual selection will be made by the Promotion Committee, which will interview only such number of candidates as is equal to 3 times the number of vacancies from the panel prepared on the basis of seniority and qualifications. It will however, be open to the Committee to interview additional number of candidates not exceeding 5 times the number of vacancies or 30 whichever is less, where the number of vacancies is less than 10. The Committee, on the basis of the performance of the candidates at the interview shall determine whether the candidate appearing before it is suitable or not. Candidates who are found suitable shall be ranked in the order of merit in accordance with the total of the marks gained by them on each of the 3 counts, viz. Seniority, qualifications and work record.

In respect of non-technical group, the ranking list will be prepared linguistic regionwise.

- (iii) In the case of third group, viz. competitive examination, selection shall be based on the performance of the candidate at the examination, interview and work record. For this purpose, weightage will be given as under :—

Examination	200 marks
interview	100 marks
Work Record	50 marks

- (iv) No employee will be allowed more than two chances to appear for the competitive examination.

NOTE : 1. Out of the 40 per cent vacancies reserved for non-technical, 20 per cent shall be reserved for the Special Assistants promoted from technical category and existing Higher Grade Assistants and 20 per cent for Special Assistants promoted from non-technical category and the existing Section Heads. If in any of these two groups the number of candidates eligible for selection under the rules is less than the number of vacancies in that group, the remaining vacancies will be filled by selecting candidates from the other group.

2. If in any of the three groups mentioned in clause (i) above the number of candidates eligible for selection under the rules is less than the number of vacancies reserved for that group, the remaining vacancies will be filled by selecting candidates from the other two groups in the same ratio.

**G. For promotion to the cadre of typists :****Condition of Eligibility :**

- (a) Record Clerks and Class IV employees who are Graduates.
- (b) Under-graduate Record Clerks or Class IV employees with direct recruitment qualifications.
- (c) Matric Record Clerks or Sepoys or employees in higher category in Class IV with 5 years' service as Record Clerks or Sepoys or in the higher category.
- (d) Non-matric Record Clerks or Sepoys or employees in higher category in Class IV with 10 years' service as Record Clerks or Sepoys or in the higher category.

AND

A pass in practical test.

**Method of selection :**

- (i) Selection shall be based on seniority, qualifications and work record. There shall be no interview. However, employees with below average work record will not be considered for promotion. Actual selection will be made by the Promotion Committee on the basis of total marks gained by the eligible candidates on aforesaid 3 counts, viz., seniority, qualification and work record.
- (ii) Available number of vacancies including new posts sanctioned will be first filled by candidates failing under eligibility conditions (a) and (b) above selected for promotion. Not more than 50 per cent of the remaining vacancies will be filled by candidates failing under eligibility conditions (c) and (d) selected for promotion.
- (iii) In the case of employees falling under eligibility condition (c), 1 year's service as Record Clerk will count as 2 years for determining relative seniority between Record Clerk and Sepoy.

**H. For promotion to the cadre of adrema operators :****Conditions of Eligibility :**

- (a) Record Clerks or Sepoys or employees in higher category in Class IV with direct recruitment qualifications.
- (b) Non-matric Record Clerks or Sepoys or employees in higher category in Class IV with 10 years' service as Record Clerks or Sepoys or in the higher category.

AND

A pass in practical test.

**Method of selection :**

- (i) Selection shall be based on seniority, qualifications and work record. There shall be no interview. However, employees with below average work record will not be considered for promotion. Actual selection will be made by the Promotion Committee on the basis of total marks gained by the eligible candidates on the aforesaid 3 counts, viz., seniority, qualifications and work record.
- (ii) Available vacancies including new posts sanctioned will be filled by candidates falling under eligibility condition (a) above, selected for promotion. The remaining vacancies will be filled by other candidates selected for promotion. In the event of non-availability of the candidates the posts will be filled by direct recruitment.

**I. For promotion to the cadre of punch card operators :****Conditions of Eligibility :**

- (a) Record Clerks or Sepoys or employees in higher category in Class IV with direct recruitment qualifications.
- (b) Matric Record Clerks or Sepoys or employees in higher category in class IV with 5 years service as record clerks or Sepoys or in the higher category.
- (c) Non-matric Record Clerks or Sepoys or employees in higher category in Class IV with 10 years' service as Record Clerks or Sepoys or in the higher category.

AND

A pass in practical test.

**Method of selection :**

- (i) Selection shall be based on seniority, qualifications and work record. There shall be no interview. However, employees with below average work record will not be considered for promotion. Actual selection will be made by the promotion Committee on the basis of total marks gained by the eligible candidates on the aforesaid 3 counts, viz., seniority, qualifications and work record.
- (ii) Available vacancies including new posts sanctioned will be first filled by the candidates falling under eligibility condition (a) above selected for promotion. Not more than 50 per cent of the remaining vacancies will be filled by candidates falling under eligibility conditions (b) & (c) above selected for promotion.

**J. For promotion to the cadre of special Assistants in Typing Pool, Adrema and Punch Card Machine Departments :****Conditions of Eligibility :**

Typists/Adrema/Punch Card Operators with 5 years' service as Typists/Adrema/Punch Card Operators.

**Method of selection :**

- (i) Selection shall be based on seniority, qualifications and work record. There shall be no interview. However, employees with below average work record will not be considered for promotion. Selection shall not, however, be made from among all eligible candidates but a panel shall be drawn strictly on the basis of total marks gained by each candidate for seniority and qualifications, consisting of names of candidates equal to three times the number of vacancies and actual selection from the panel so prepared will be made by the Promotion Committee on the basis of the total marks gained by eligible candidates on the aforesaid three counts, viz., seniority, qualifications and work record.
- (ii) Typists/Adrema/Punch Card Operators shall be eligible to compete for promotion to the cadre of Special Assistants on the administrative side on qualifying the technical examinations prescribed for promotion to that cadre.

**K. For promotion to the cadre of AAO in typing Pool Adrema and Machine Departments :****Conditions of Eligibility :**

- (a) Typists, Adrema and Machine Operators in the Special Assistants' cadre who were previously Section Heads with 5 years' service in the Special Assistants cadre or who have put in a total service of not less than 20 years as Typists, Adrema or Machine Operators, including the service as Section Heads/Special Assistant.
- (b) Other Typists, Adrema and Machine Operators in the Special Assistants' cadre with 8 years' service in the Special Assistants' cadre.

**Method of selection :**

Selection shall be based on seniority, qualifications, work record and interview. Selection shall not, however, be made from among all the eligible candidates but a panel will be drawn strictly on the basis of total marks gained by each candidate for seniority and qualifications and actual selection will be made by the Promotion Committee which will interview such number of candidates as is equal to three times the number of vacancies from the panel so prepared on the basis of seniority and qualifications. It will, however, be open to the Committee to interview additional number of candidates not exceeding five times the number of vacancies or 30, whichever is less, where the number of vacancies is less than 10. The Committee, on the basis of the performance of the candidates at the interview, shall determine whether the candidate appearing before it is suitable or not. Candidates who are found suitable shall be ranked in the order of merit in accordance with the total of marks gained by them under each of the aforesaid 3 counts, viz., seniority, qualifications and work record.

**L. For promotion to the Cadre of Stenographers :****Conditions of Eligibility :****(a) Test Category :**

Typists and Assistants with a speed of 100 words per minute in shorthand and 40 words per minute in typewriting.

**(b) Exempted Category :**

Typists and Assistants who have passed the Government examination or examination conducted by the Pitman's Institute, London not earlier than one year from the date of selection.

**Method of Selection :**

Selection shall be based on seniority, qualifications and work record. There shall be no interview. However, employees with below average work record will not be considered for promotion. Actual selection will be made by the Promotion Committee on the basis of the total marks gained by the eligible candidates on the aforesaid three counts, viz., seniority, qualifications and work record.

**M. For promotion to the cadre of Stenographers in Special Assistants' grade :****Conditions of Eligibility :**

Stenographers who have completed 5 years' service as stenographers.

**METHOD OF SELECTION :**

(i) Selection shall be made on the basis of seniority, qualifications and work record. There shall be no interview. However, employees with below average work record will not be considered for promotion. Selection shall not, however, be made from among all eligible candidates but a panel will be drawn strictly on the basis of seniority and qualifications equal to three times the number of vacancies and actual selection from the panel so prepared will be made by the Promotion Committee on the basis of the marks gained by eligible candidates on the aforesaid three counts, viz., seniority qualifications and work record.

(ii) Stenographers shall be eligible to compete for promotion to the cadre of Special Assistants on the administrative side on qualifying the technical examinations prescribed for promotion to that cadre.

**N. FOR PROMOTION TO THE CADRE OF AAO(PA) :****CONDITIONS OF ELIGIBILITY :**

Stenographers in the Special Assistants' grade with 5 years service in the cadre of H.G.A. and/or Special Assistant.

**METHOD OF SELECTION :**

(i) Selection shall be based on seniority, qualifications, work record and interview. Selection shall not, however, be made from among all eligible candidates but a panel will be drawn strictly on the basis of total marks gained by each candidate for seniority and qualifications and actual selection will be made by the Promotion Committee which will interview such number of candidates as is equal to three times the number of vacancies from the panel so prepared on the basis of seniority and qualifications. It will, however, be open to the Committee to interview additional number of candidates not exceeding 5 times the number of vacancies or 30, whichever is less, where the number of vacancies is less than 10. The Committee, on the basis of the performance of the candidate at the interview, shall determine whether the candidate appearing before it is suitable or not. Candidates who are found suitable shall be ranked in the order of merit in accordance with or total marks gained

by them under each of the aforesaid three counts, viz., seniority, qualifications and work record.

(ii) Stenographers in the Special Assistants' grade shall be eligible to compete for promotion to the cadre of A.A.O. on the administrative side on qualifying the technical examinations prescribed for promotion to the cadre of AAO. Other Stenographers in the Special Assistants' grade shall be eligible to compete for the post of AAO on the administrative side provided they have put in 8 years' service, out of which at least 2 years shall be in an administrative job.

**General :**

1. Where under this Promotion Procedure selection is required to be based on Seniority, Qualifications and Work Record, as the case may be, the marks to be allotted to each of these three criteria shall be as laid down in Annexure hereto.

2. For computation of qualifying service for the purpose of determining the eligibility, service shall mean completed years of service and it shall be reckoned as at 30th June of the financial year in which promotions are considered. Any short-fall in the length of service, even by a day, cannot be condoned. The term "service" where it occurs, shall, unless otherwise explicitly stated, include service in the Corporation in permanent post, service with the previous insurer, (or Chief Agent) and also service with any other insurer, provided there is no break of more than six months between successive appointments.

3. Where any special post carrying Special Assistants' scale or AAOs' scale requiring some specific qualification and/or experience is to be filled, it will be open to the Chairman to specify qualifications and experience for such posts and make selection on the basis of suitability after inviting applications from the existing employees.

4. An aggrieved employee may send in a representation against non-selection to the higher post within one month from the date on which the ranking list is published, to the authority to which the Promoting Authority is immediately subordinate. The Authority receiving the representation shall consider all the circumstances of the case and pass such orders as it deems fit. All such representations shall be disposed of as expeditiously as possible and in any event not later than three months from the date of receipt thereof.

5. All the candidates who continue to remain in the published ranking lists for promotion to various cadres as on the date this settlement comes into force shall be given priority in the matter of promotions.

6. Promotion Procedure for categories not specifically covered by this Agreement shall be laid down separately.

**Period of Settlement :**

This settlement shall remain in force upto 31st December, 1974.

Bombay this 15th Day of October 1971

Presiding Officer

Annexure to Memorandum of Settlement in the Matter of Promotion Procedure Applicable to Class III and Class IV Employees

Marks to be allotted to Seniority, Qualifications & Work Record

**(1) Seniority :**

For the purpose of selection for promotion, marks for seniority shall be allotted as follows :

The maximum marks shall be 25.

For promotion upto the cadre of Assistant, 1 mark will be given for each completed year of service.

For promotion to the cadre of Special Assistants, and AAOs, the marks to be allotted will be as follows :

1-1/2 mark for each completed year of service as Record Clerk.

1. mark for each completed year of service in the cadre of Assistant.

2. marks for each completed year of service in the cadre of Section Head or HGA and/or Special Assistant.

Where more than one candidate secure common marks on account of seniority, inter-se-seniority will be determined with reference to the date of entry into the cadre. Where the date of entry into the cadre in respect of more than one candidate is the same, the inter-se-seniority will be determined with reference to the date of entry into the service. Where the date of entry into the service is also common, the inter-se-seniority shall be decided with reference to the date of birth duly admitted, the older employee getting the preference.

## (2) Qualifications :

The maximum marks for qualifications shall be 15.

### (i) Academic :

Qualifications	Marks
(a) Non-Matric	0
(b) Matric	3
(c) Intermediate	4
(d) Graduation	6
(c) More than one degree irrespective of the number of additional degrees (Diploma in Business Management will be treated as an additional degree provided the diploma holder is a graduate)	8

### (ii) Technical :

#### (a) F.I.I.

Licentiate	2
Associateship Part I	2
Associateship Part II	2
Fellowship	4(one mark for each part)

Maximum Marks 10

#### (b) C.I.I.

Associateship Part I	2
Associateship Part II	2
Associateship Part III	2
Fellowship	4(One mark for each part)

Maximum Marks 10

#### (c) Institute of Actuaries :

Pass in one subject	3
Pass in two subjects	6
Pass in five subjects	10

#### (d) Institute of Chartered Accountants :

Intermediate Examination	6
Associateship Examination	10

#### (e) Institute of Cost and Works Accountants of India :

Intermediate Examination	3
Final Examination	6

(iii) Departmental Tests : Except as provided in Note (3) below, marks for departmental tests will be allotted for the purpose of selection for promotion to any higher cadre as follows :

Pass in Section Heads' test	3
Pass in HGAs' test	4
Pass in Superintendents' test	5

NOTE : (1) If an employee has passed both the technical examination and departmental test, he will get marks either under (ii) or (iii) above, whichever is more favourable, and not under both.

(2) If an employee has passed more than one Departmental test, he will be given marks only for one test carrying the higher marks.

(d) For promotion to the cadre of AAO, marks will be given only for pass in Superintendents' test.

### (3) Work Record:

NOTE : Pending re-examination of the existing reporting system of work record through mutual discussion, the present system of reporting will continue. However, where the employee's work record is found to be below average, he will be informed the grounds on which this rating has been done and the final decision about the rating will be made by the Divisional Manager after taking into consideration the reply received from the employee. In respect of outstanding work record also, the Reporting Officer would be required to give the grounds on the basis of which the employee's record is considered outstanding and the final decision will be taken by the Divisional Manager after going through these reasons.

For the purpose of selections, 3 years' work record will be considered. The total number of marks to be allotted shall be 15 for promotion to the cadre of Special Assistants and 20 for promotion to the cadre of AAO's.

For promotion to the cadre of special Assistants, the distribution of marks shall be as follows :—

Below average	0
Average	5
Above Average	10
Outstanding	15

For promotion to the cadre of AAOs, the distribution of marks shall be as follows:—

Below Average	0
Average	6
Above Average	12
Outstanding	20

Sd/-

Presiding Officer

National Industrial Tribunal, Jabalpur

## NATIONAL INDUSTRIAL TRIBUNAL, JABALPUR

Reference No. NIT(I) of 1973

### ANNEXURE NO. 2

The principles which should necessarily govern the framing of promotion procedure :—

(1) Promotion is not a matter of right, but is a reward for good work and acquiring capacity for shouldering higher responsibilities. Promotion has to be earned by merit. Unless, therefore, an employee discharges his duties and responsibilities in his present post satisfactorily and equips him-

self for shouldering higher responsibilities, he cannot look forward to promotion. This necessarily implies that before an employee is considered for promotion, the employer should have an opportunity to judge the employee's performance over a period of years.

(2) Sub-regulation 3 of Regulation 7 of the Life Insurance Corporation of India (Staff) Regulations, 1960 lays down that "promotion shall be based on merit, suitability of the candidate for a particular post and seniority. Merit and suitability may be judged by confidential reports and/or interview and/or examinations". The said Staff Regulations which have been framed in exercise of the powers conferred on the Corporation under Section 49 of the said Act, regulate the terms and conditions of employment in the Corporation and they are binding on all employees.

(3) The procedure for promotion has therefore, to be framed keeping in view the aforesaid provisions and the general principle governing such matters.

(4) For the sake of convenience the procedure may be divided into two parts :—

(a) Conditions of eligibility for promotion, and

(b) Criteria for selection.

As regards the conditions of eligibility, length of service in the cadre in which the employee is for the time being placed is very relevant. The length of service should not be too short to prevent a fair assessment of the employee's performance. A reasonable period has to be stipulated in order to enable the employer to assess his aptitude, work habits, conducts, devotion to duty, efficiency, sense of responsibility and loyalty, capacity to work under pressure and last but not the least eagerness to achieve the objective set before the department or the Corporation. This is also necessary to enable the employee to master the job he is now handling and with the experience gained equip himself for higher responsibility.

(5) The length of service could be relatively less where the employees are required to handle simpler jobs. It would have to be sufficiently long where the employees are required to handle complicated nature of work. For all supervisory posts a fairly long service is necessary for the reason that not only the aspirant to such posts should have complete knowledge of the work in the department but should also have fairly good knowledge of the working of the Corporation as a whole since their services are generally transferred from one department to another and from one office to another.

(6) Qualifications, especially in professional examinations in insurance, may have some bearing on the question of determining the length of service required for promotion. Employees who are well qualified and equipped with technical knowledge of the subject by virtue of their having passed the technical examinations in insurance, accounts, etc. would be in a position to gain the job knowledge in a relatively lesser period than those who are not so equipped. Qualifications may therefore, be considered for determining the length of service an employee may have to put in the grade before he is considered eligible for promotion. The Corporation has the following suggestions to offer in this behalf:—

(7) Length of service in the cadre : For promotions in Class IV—2 to 3 years.

For promotions in Class III:—

To Record Clerks—2 years in the case of Matriculates/SSC candidates: in the case of non-Matriculates, 2 years, provided they pass the prescribed test.

To Assistants—5 years in the case of Matriculates/SSC candidates (10 years in the case of non-matriculates/SSC candidates). Those who satisfy the prescribed qualifications

for direct entry into the post, stipulation of length of service may not be necessary.

**Explanation.**—Non-Matriculates means a person who has passed pre-Matric Examination and has appeared and failed at the Matriculation Examination.

To Section Heads—5 years.

To Higher Grade Assistants—7 years. In the case of those who have passed the prescribed technical examinations in insurance, they may be considered without any stipulation as to length of service.

To Superintendents—10 years.

To Assistant Administrative Officers—5 years in the case of Higher Grade Assistants and one year in the case of Superintendents. Those who have passed the prescribed technical examinations may be considered eligible without any stipulation of service. Prescribed technical examinations means examinations prescribed in the circular dated 21st July 1960 and the various circulars issued thereunder.

(8) Criteria for selection.—Under the promotion procedure dated 21st July 1960 the following criteria have been adopted for selection of candidates for promotion :

(1) Merit,

(2) Suitability for the post,

(3) Academic and technical qualifications,

(4) Experience judged by the length of service, nature of work, etc. and weightage to be given to these factors was fixed as under—

Criterion	Max. Marks
(i) Seniority	15
(ii) Merit	40
(iii) Suitability judged by output and other factors	30
(iv) Academic and technical qualifications	15

(9) Merit was judged on the basis of confidential reports and in the light of the traits revealed therefrom about the employee's fitness for higher responsibilities. Suitability was assessed on the basis of the interview by a Committee. This Committee adjudged the candidate's rating not only with reference to the rating gained by the employee on the basis of his confidential reports but also on the basis of his performance at the interview.

(10) As to academic and technical qualifications marks were allotted separately for each examination with a ceiling of 15 marks. Seniority was reckoned on the basis of length of service and in appropriate cases on the nature of work done, weightage being given for length of service in higher cadres. The selection of candidates was made in the order of merit based on aggregate marks gained by the employee on all the four counts.

(11) Seniority.—In the view of the Corporation there should be a blending of seniority with merit for the purpose of promotion. Undue emphasis on seniority would only mean that employees can look forward to promotion merely for growing old. If the institution has to function efficiently, it has necessarily to consider whether the employee has gained sufficient knowledge of the work he is required to handle and whether he has been equipped to discharge his responsibilities in a higher cadre. An employee who has been handling routine work requiring very little knowledge and skill will have earned little experience in spite of the years of service put in. On the other hand, an employee handling complicated nature of work requiring initiative, skill and drive would gain better experience within a relatively shorter period of service. The seniority if reckoned on the dead principle of length of service would not be a fair measure of judgement of the work of the employees. The seniority of two employees may be the same, but experience gained and ability acquired would be markedly different. Undue

weightage to seniority would also kill all initiative for those who are junior in service. This is especially so in a vast organisation like the Corporation where a number of qualified hands are recruited to its service every year.

12. For these reasons, the Corporation suggests that weightage to be given to seniority should be far less than the weightage which may be assigned to merit.

13. If promotion is regarded as a reward inter alia for good work, as it should be, the factor of merit would have to be given relatively higher rating. Seniority-cum-merit should be the basis of promotion at least in respect of lower categories, i.e. upto clerical categories. In respect of higher categories, merit alone should be the guiding factor though other factors such as academic and technical qualifications should also be taken into account in assessing merit.

14. Under the existing system, merit is assessed mainly on the basis of confidential reports of the employees satisfying the conditions of eligibility for promotion to higher grades, and there is no other equally efficacious system of assessing merit. The Confidential Reports which carry 40 marks out of 100 are framed with a view to securing information on the output and quality of work of an employee. The confidential reports serve as a measure of competence of an employee. Though the higher post for which the employee is to be considered may call for ability and competence of somewhat different nature than those which are required for the employee's present post, the confidential reports of the employee would reveal traits on the basis of which it would be possible for the Committee to assess his suitability for promotion to a higher post. These reports carry specific questions as to knowledge, ability and willingness to acquire special knowledge. It also carries specific questions designed to elicit answers about the output both quantitatively and qualitatively. The subjective element which may be therein these confidential reports may be eliminated to a great extent, if not totally, if the workmen agree to maintain a record of their performance which could be incorporated in the Confidential Reports so as to provide that merit is more objectively tested. Until this is done, the present system of reporting and evaluation should continue.

15. As regards weightage to be given to merit, it is necessary that merit is rated above seniority and it should carry weightage much higher than seniority.

16. **Qualifications.**—Under the said promotion procedure, the following marks are allotted for different qualifications :—

(A) Academic qualifications :—

Non-Matric	Nil
Matriculation	3
Intermediate (Arts or Science or Commerce)	5
Graduates	8
More than one degree irrespective of the number of additional degrees	10

(B) Technical Qualifications :

(i) Federation of Insurance Institutes :

Licentiate	1
Associateship (Part I)	2
Associateship (Part II)	2
	<hr/> 5

(ii) Institute of Actuaries :

Two marks for each subject passed upto the maximum of 5 marks 5

(iii) Institute of Chartered Accountants :

First examination 5

Diploma in Business Management: A candidate with a Diploma in Business Management from a recognised University will be treated on par with a Double Graduate provided the Diploma-holder is a Graduate. The maximum

marks to be allowed for academic and technical qualifications should be 15.

17. The present weightage to be given to academic and technical qualifications is reasonable and no change is called for.

18. **Suitability.**—Suitability of a candidate for promotion is determined under the said promotion procedure with reference to other criteria laid down for selection. Suitability, therefore, encompasses in a sense, seniority, qualifications and merit and above all whether the candidate is suitable for a particular post which is required to be filled. All these are assessed in the light of an interview.

19. Interview plays an important role in the selection of candidates for higher posts. It is on the basis of interview that evaluation of the other criteria is made. Under the existing procedure, it is open to the Committee to disqualify an employee if he is found unfit for promotion either on the basis of his confidential reports or if he does not possess the minimum work knowledge or the ability to man the post for which he is being considered. The Committee is required to assess the employee's work knowledge by means of direct questions at the interview with reference to the actual duties performed by him and with reference to the experience gained by him in his service with the Corporation with a view to assessing his suitability and growth potential. The Committee also in the process gets an opportunity to sit in judgement over the confidential reports with a view to testing the veracity of the various statements made therein in the light of the performance of the candidate at the interview. Interview thus is a necessary criterion for promotion.

20. In order to devote more time for interview so that suitability of the candidate interviewed may be properly assessed, it will be desirable to limit the number of employees to be interviewed from among those who are eligible for promotion. The Corporation suggests that the candidates to be interviewed may be not more than 5 times the actual number of vacancies, selection for interview being made on the basis of seniority, qualifications and work record.

21. All promotions shall be subject to availability of posts sanctioned by the Corporation from time to time.

Sd/-

Presiding Officer,

National Industrial Tribunal,  
Jabalpur.

NATIONAL INDUSTRIAL TRIBUNAL, JABALPUR

Reference Case No. NIT(I) of 1973

ANNEXURE NO. 3

Pachmarhi, dated, May, 18, 1973

Appearances :

- |  |   |
|--|---|
| 1. For All India National Life Insurance Employees Federation. | 1. Sri Ajit Kumar Chakravorty, Vice President<br>2. Sri T.N. Krishnan, Joint Secretary. |
| 2. For All India Insurance Employees Association.              | 1. Sri S.N. Bhowmick<br>2. Sri Jyotish Dutta<br>3. Sri B.R. Surve                       |
| 3. For All India L.I.C. Supervisory Staff Association          | 1. Sri Sudhansu Mukherjee<br>2. Sri D.Y. Shitut<br>3. Sri K.B. De.                      |
| 4. For Higher Grade Assistants' Association                    | Shri L.N. Trikha, Joint Secretary.  |
| 5. For L.I.C. Senior Employees' Convention.                    | Sri A.M. Coelho, President.   |



6. All India L.I.C. Employees Federation. Shri R.J. Ghurye.
7. For All India Technically Qualified L.I.C. Employees Association Sri K. Appa Rao and Sri V. Jagannatha Rao
8. For Life Insurance Corporation of India. Sri A.W. Dharwadkar, Secretary (Personnel) Central Office, Bombay.
9. National Organisation of Insurance Workers. Sri B.S. Dogra, G.S. and two others

This is an application by the All India Technically Qualified LIC Employees Association for being made a party in the dispute before this Tribunal. Admittedly, the applicant was not a party when the dispute was before the earlier Tribunal, nor was it a party in the proceedings before the Madras or Kerala High Courts. The representative of the employers objects to the applicant being impleaded at this belated stage as a party. Some of the representatives of the employees have also preferred objections against the impleading of the applicant at this stage. It was contended on behalf of the applicant that the aforesaid Association was not in existence when the matter was before the earlier Tribunal. It, however, appears that no steps were taken by it to get it-self impleaded either before the Kerala or Madras Higher Courts. I, however, think that the interests which are sought to be presented by the applicant are likely to be protected by at least three Associations who are opposing the agreement dated 15-2-1973. I do not think that it is necessary, particularly at this stage, to implead the applicant as a party in the proceedings before me. If, however, it appears later that the interests of the workmen represented by the applicant are not amply protected then it will be open to the applicant to move again for being impleaded as a party before the Tribunal. The application is dismissed.

The aforesaid order will also apply in the application of the All India LIC Supervisory Staff Association for impleading as a party.

This is an application on behalf of the Life Insurance Corporation of India praying that the:—

"Tribunal be pleased to give an award in terms of the said agreement dated 15-2-1973 after hearing the objections, if any, that may be raised by a section of workmen, so that the dispute which has been pending since 1969 and which has affected the smooth running of the Corporation and also the promotion opportunities of a large number of workmen in the employment of the Corporation may be resolved expeditiously".

It appears that after the decision of the Madras and the Kerala High Courts by which the Tribunal was directed to consider Item No. 7 the management entered into an agreement on 15-2-1973 with the

- (a) All India Insurance Employees Association ;
- (b) All India National Life Insurance Employees Association ;
- (c) All India Life Insurance Federation; and
- (d) National Organisation of Insurance workers.

With regard to the said item No. 7, it is contended that the aforesaid four Unions of workmen represent the majority of the workmen concerned and the Tribunal should take into consideration the terms of the aforesaid agreement dated 15-2-1973 and the objections preferred by those Unions of workmen who are opposed to the aforesaid agreement in making its award. Unless there is a complete agreement between the contesting parties it is not possible for this Tribunal to base its award, after considering its reasonableness and fairness, on the terms of the aforesaid agreement between the parties. Admittedly the agreement is opposed by a section of workmen. I may be that they are not in majority but certainly they have opposed it. Under these circumstances, the Tribunal has to make its own award. I may, of course, consider the terms of the aforesaid settlement

dated 15-2-1973 or the objections raised against it by the Unions who are opposed to it, but in the last resort the Tribunal's award would be its own after consideration of all the points involved in the dispute. Under these circumstances, it is not necessary for me to go further in the matter. I need not reject the application outright. It will remain on the record.

All the parties agree that they should be allowed to be represented by Counsel. It is desirable, particularly in view of the nature of the dispute before me, that the interests of the parties should be adequately represented before the Tribunal. I allow all the parties to be represented by their Counsel.

Written statements have been filed on behalf of the :—

1. Life Insurance Corporation of India.
2. All India Insurance Employees Association.
3. All India Life Insurance Employee Association.
4. Life Insurance Corporation Higher Grade Assistants' Association.
5. National Organisation of Insurance Workers.

The following parties have applied for time for filing their written statements :—

1. All India Life Insurance Corporation Employees Federation.
2. All India National Life Insurance Employees Federation.
3. All India Insurance Employees Coordination Committee.
4. Life Insurance Corporation Senior Employees Convention.

Copies of the written statements of the Unions who are opposed to the agreement dated 15-2-1973 shall be supplied to the management as also the Unions who are supporting the aforesaid agreement of 15-2-1973.

Similarly copies of written statements of parties who are supporting the agreement dated 15-2-1973 shall be given to the parties who are opposing the aforesaid agreement.

Put up for filing of written statements at Allahabad on 14-6-1973.

S. N. KATJU, Presiding Officer

#### NATIONAL INDUSTRIAL TRIBUNAL, JABALPUR

Reference Case No. NIT(I) of 1973

#### ANNEXURE-4

#### LIFE INSURANCE CORPORATION OF INDIA CENTRAL OFFICE

'Jeevan-Kendra',  
Jamshedji Tata Road,  
Bombay-1

Ref : Personl/A

Cir. No. NSR-1/3285/ASP/60 21st July 1960

Procedure for promotions of Class III and Class IV staff

1. As directed by Chairman, the following administrative instructions are issued under Regulation of L.I.C. Staff Regulations-1960 in the matter of promotions to the cadre of Superintendents, Higher Grade Assistants, Section Heads, Stenographers, Assistants, Record Clerks and Head Peons.

2. Promotion Authorities.—(i) Promotions to the cadres of Superintendents and Higher Grade Assistants will be decided

by the Zonal Manager on a Zonal basis on the recommendations of the Zonal Promotion Committee which will be appointed by the Zonal Manager in consultation with the Executive Director (P) and will consist of one officer not below the rank of Divisional Manager and two officers not below the rank of Assistant Divisional Managers, at least one of whom will be from the Central Office.

(ii) Promotions to the cadre of Assistants and Record Clerks decided by the Divisional Manager on a Divisional basis on the recommendations of a Divisional Promotion Committee which will be appointed by the Divisional Manager in consultation with the Zonal Manager and will consist of one officer not below the rank of Asst. Divisional Manager and two officers not below the rank of Asst. Senior Officers, at least one of whom will be from the Zonal Office.

(iii) Promotion to the cadre of Assistants and Record Clerks will be decided by the Divisional Manager on a Divisional basis on the recommendations of Divisional Promotion Committee which will be appointed by the Divisional Manager in consultation with the Zonal Manager and will consist of three Officers not below the rank of Asst. Senior Officers.

(iv) Promotions to the cadre of Head Peons will be decided by the Divisional Manager on a Divisional basis on the recommendations of Divisional Promotion Committee which will be appointed by the Divisional Manager in consultation with the Zonal Manager and will consist of one officer not below the rank of A.S.O., and two officers not below the rank of junior Officers.

(v) For the Divisional office at the Zonal Headquarters, for the purpose of promotions to the cadres referred to in sub-paragraphs (ii) to (iv) above, employees of all the offices in the Divisional areas including the Zonal Office and I.H.O. Units (also the Central Office and the Foreign Department at Bombay) will be considered eligible for selection in one group. The promoting authority in this case will be the Zonal Manager and the Promotion Committee(s) will be constituted by him.

(vi) The promoting authority may nominate on the aforesaid promotion Committee additional members, if necessary.

(vii) Where the promotion authority is unable to accept any recommendation of the Promotion Committee he shall record in writing the reasons for disagreeing with the recommendation of the Committee and pass such order as he may deem fit.

3. Promotion from Sepoys' to Head Peons' cadre.—(i) Promotion from Sepoys' to Head Peons' cadre shall be restricted to those who can read and write English or regional language, who have a good work record and who are otherwise suitable to discharge the duties of Head Peons.

(ii) Actual selections for filling in vacancies in the Head Peons' cadre will be made by the Divisional Manager on the basis of the recommendations of the Divisional Promotion Committee who shall prepare a list of persons considered eligible for promotions as Head Peons in accordance with the above criteria, arranged in the order of seniority indicated by the length of service as sepoy or in a higher capacity, having regard to the number of vacancies in the Head Peons' cadre, which are likely to arise during the year.

4. Promotion from Sub-staff to Record Clerk's cadre.—(i) Promotions from Sub-staff to Record Clerks' cadre will be made only from employees in the Divisional area who have passed the prescribed test, or who have been exempted from the test under (ii) below. The test which will be held every year will be of a mainly practical nature relating to the work of the Record Clerk and will cover the following items of work:

- (a) Sorting of index cards in numerical and alphabetical order;
- (b) Writing of inward and despatch registers;
- (c) Addressing envelopes;

(d) Simple copying and posting work.

Members of sub-staff who have completed at least two years' service will be eligible for appearing at the test.

(ii) Any member of the sub-staff who has passed Matriculation or S.S.C. Examination with English and Arithmetic as subjects and who has completed at least two year's service shall be exempted from the test for promotion to the Record Clerks' cadre.

(iii) Recommendations for promotion from sub-staff to Record Clerks' cadre will be made by the Divisional Promotion Committee out of persons who have passed the test referred to in sub-para (i) above or who have been exempted from test under sub-para (ii) above, after an interview, on the basis of the following criteria:

- (a) Result of the test or the marks obtained at the S.S.C. Examination;
- (b) Work record of the employee;
- (c) Length of service.

(iv) The Divisional Promotion Committee shall rank the candidates who are considered eligible for promotion as Record Clerks in the order of merit on the basis of the criteria referred to above and the actual selections out of this list will be decided by the Divisional Manager depending upon the number of vacancies existing in the Record Clerks' cadre.

5. Promotion Record Clerk's to Assistants' cadre.—(i) Selections for promotion from Record Clerks' to Assistants' cadre shall be made only from employees who satisfy the following criteria:

- (a) Record Clerks who have passed Matriculation or S.S.C. Examination and who have put in at least five years' service in the Corporation;
- (b) Record Clerks who are non-Matrices and who have put in at least fifteen years' service as Record Clerks;
- (c) Any employee in the sub-staff or record clerk's cadre who has secured the minimum qualifications prescribed for direct recruitment to the Assistants' cadre.

(ii) Actual selections for promotion from Record Clerks' to Assistants' cadre would be made by the Divisional Manager on the basis of the recommendations of the Divisional Promotion Committee which will interview all the candidates who are eligible for such selection in terms of para (i) above and rank the candidates who are suitable for such selection on the basis of the following criteria:

- (a) Work record of the employee;
- (b) Suitability for the Assistants' cadre; and
- (c) Result of the interview by the Promotion Committee.

(iii) All the employees who are selected for promotion from Record Clerks' to Assistants' cadre will be required to undergo training for a period of about three months along with the new recruits to the Assistants' cadre. During the training period, the employee will continue to receive the same remuneration which he was receiving in the Record Clerks' grade. At the end of the training period all the trainees would be required to undergo a test and the trainees would be deemed to have adequately imbibed the training imparted to them if the results of the test are satisfactory. Actual promotion to the Assistants' cadre will be given effect to only at the end of the training period provided the Divisional Manager is satisfied that the employee has reached adequate standard for promotion to the Assistants' cadre.

(iv) Candidates who fail to come up to the required standard at the end of the training period will continue in the Record Clerk's grade but they may be given another opportunity for undergoing training again provided the Divisional Manager is satisfied that the employees can come up to the required standard with such further training.

6. Promotion from Assistants on Section Heads to Higher Grade Assistants' cadre.—(i) Selections for promotions to the Higher Grade Assistant's cadre shall be made from employees who pass the prescribed qualifying test or who are exempted from test under (iii) below. Only employee who have put in at least 7 years' service (5 years in the case of graduates) would qualify to appear at the test. Employees who were appointed in the old assistants' grade (Rs. 90-10-210 EB-15-300) before the date of the Standardisation Order, will also be eligible to appear at the test.

(ii) The test will be arranged by the Central Office on an all India basis and shall consist of four papers as under:

- (a) One paper on General English;
- (b) One paper on General Knowledge;
- (c) Two advanced papers on departmental manuals. The list of the departmental manual is given in the appendix. The candidate may select any one of the Groups 1 to 5 or any two of the Groups 6 to 11 of the Appendix.

(iii) Employees with following qualifications will be exempted from the test:—

- (a) Graduates who have secured at least 50 per cent marks in the aggregate at the degree examination and who have passed at least one section of the examinations of the Institute of Actuaries;
- (b) Actuarial students who have passed at least one full part of the examinations of the Institute of Actuaries;
- (c) Graduates who have secured at least 50 per cent marks in the aggregate at the degree examination and who have passed at least two parts of the examination of the Chartered Insurance Institute or the Federation of Insurance Institutes;
- (d) Any employee who has secured the Associateship of the Chartered Insurance Institute or the Diploma of the Federation of Insurance Institutes or of the Indian Life Officers' Association;
- (e) Any employee who has passed the Final examination of the Institute of Chartered Accountants of India;
- (f) Graduates who have secured at least 50 per cent marks in the aggregate at the degree examination and who have passed the First examination of the Institute of Chartered Accountants of India;

(g) Law Graduates who have secured at least 50 per cent marks in the aggregate in the Law Degree examination and who have also graduated in some other subjects may be considered for promotion to the cadre of Higher Grade Assistants on the basis of their work record and interview without being required to appear for any test.

NOTE : The words "marks in the aggregate at the degree examination" occurring in sub-para (a), (c), (f) and (g) above mean aggregate of marks in all compulsory and all optional subjects.

(iv) Actual selections for promotion to the Higher Grade Assistants' cadre will be made by the Zonal Manager on the recommendations of the Zonal Promotion Committee who will interview all the employees who have passed the test referred to in (i) above or who have been exempted from test under (iii) above and rank the candidates who are considered suitable for promotion on the basis of the following criteria:

- (a) Academic and technical qualification and/or result of the test;
- (b) Work record of the employee;
- (c) Result of the interview by the Committee.

7. Promotions from Assistants' to Section Heads' cadre:

(i) Promotion from Assistants' to Section Heads' cadre will be made from employees in the Divisional area who pass the prescribed qualifying test or those who are exempted from test under (iii) below. Employees who have put in at least 5 years' service will be eligible for appearing at the test.

(ii) The test will be arranged on a Zonal basis and shall consist of two elementary papers on departmental manuals. The candidate may choose any one of the Groups 1 to 5 or any two of the groups 6 to 11 of the Appendix.

(iii) Employees who satisfy anyone of the following criteria will be exempted from the qualifying test:

- (a) He should have completed 20 years of service;
- or
- (b) He should have reached 40 years' of age and completed 15 years of service, or
- (c) He should have reached the maximum of the of the Assistant's Grade and completed 15 years' service.

(iv) Actual selections for promotions from Assistants to Section Heads' cadre will be made by the Divisional Manager on the basis of the recommendations of the Divisional Promotion Committee who will interview all the candidates who have passed the test referred to in (ii) above or who have been exempted from the test under (iii) above and rank the candidates who are considered suitable for promotion on the basis of the following criteria:

- (a) Merit,
- (b) Suitability for the post;
- (c) Academic and technical qualifications.

- (d) Experience judged by the length of service, nature of work done etc

(v) During the interview by the Promotion Committee, questions may be asked on the departmental manuals of the department in which the employee has been working (or in the case of some of the IHO and IBO Units where the departmental practice is not based on Corporation's manuals on the practice of the department concerned) to test the employee's knowledge of the manual procedures (or of the departmental procedure and practice as the case may be) particularly in respect of employees who have been exempted from test

#### 8 Promotions to the Superintendent's cadre

(i) Promotions to the Superintendents' cadre will be made from employees in the whole Zonal area who have passed the prescribed qualifying test or who have been exempted from the test under (iii) below. Employees who have put in at least 10 years service shall be eligible for appearing at the qualifying test. For this purpose one year of service as Higher Grade Assistant or a Section Head will count as two years' service in the Assistants' grade

(ii) The test will be arranged by the Central Office on an all India basis and shall consist of four advanced papers on two or more Departmental Manuals. For this purpose the candidate may select any two of the Groups 1 to 5, or any four of the Groups 6 to 11, or any one of the Groups 1 to 5 and any two of the Groups 6 to 11, of the Appendix

(iii) Section Heads who satisfy the following criteria will be exempted from the qualifying test

- (a) He should have completed at least 25 years of service ,

or

- (b) He should have completed 45 year's of age and completed 20 years of service ,

or

- (c) He should have reached the maximum of the Assistants' grade and completed 20 years of service

(iv) Actual selections for promotions to the Superintendents cadre will be decided by the Zonal Manager on the recommendation of the Zonal Promotion Committee, who will interview all the candidates who have passed the test referred to in (ii) above or who have been exempted from the test under (iii) above and rank the candidates who are considered suitable for promotion on the basis of the following criteria

- (a) Merit,  
(b) Suitability for the post,  
(c) Academic and technical qualifications,  
(d) Experience judged by the length of service, nature of work done etc

(v) During the interview by the Promotion Committee, questions may be asked on the departmental manuals of the department in which the employee has been working (or, in the case of some of the IHO and IBO Units where the departmental practice is not based on Corporation's manuals, on the practice of the department concerned) to test the employee's knowledge of the manual procedures (or of the departmental procedure and practice as the case may be) particularly in respect of employees who have been exempted from the test

#### 9 Promotions of typists, Stenographers or machine operators

(i) Promotion of typists, stenographers and Adrema, Holierith, Power or IBM Operators to the posts of Section Heads and Superintendents for the typists' pools or machine

departments will be considered only on the basis of the length of service, work record and general competence for supervisory duties, subject to the necessary vacancies existing for such positions. Stenographers will also be considered for promotion as Higher Grade Assistants for posting as Personal Assistants to Senior Officers on the basis of their length of service work record and general suitability for working as Personal Assistants. No test will be held for them. However, typists stenographers and adrema or other machine operators having the necessary qualifications can also appear and qualify for promotion as Higher Grade Assistants, Section Heads or Superintendents by passing the prescribed qualifying tests for promotions to these cadres

(ii) Existing typists who have obtained a minimum speed of 100 words per minute and 40 words per minute in Short-hand and Typewriting respectively, should be allowed to appear for a competitive test and those who come out successful, shall be considered eligible for promotion to the Stenographers grade as and when vacancies arise.

10 Provisions regarding exemptions from promotion test for Higher Grade Assistants, Section Heads and Superintendents cadre referred to in paras 6(ii), 7(iii) and 8 (iii) above will operate for a period of five years (i.e upto June 1965) and the position will be reviewed at the end of that period.

#### 11 Appeals

No appeal lies against non-selection to a higher post. An aggrieved employee may, however, send in a representation within one month of the date on which the promotions are announced, to the authority to which the promoting authority is immediately subordinate. The authority, receiving the representation, whose decision shall be final, shall consider all the circumstances of the case and pass such orders as it deems fit. All such representations shall be disposed of as expeditiously as possible and in any event not later than 3 months from the date of receipt of the representation

NOTE 1 The terms 'service' where it occurs shall, unless otherwise explicitly stated, include service in the Corporation, service with the previous insurer (for Chief Agent) and also service with any other insurer carrying on life insurance business provided there is no break of more than six months between successive appointments

NOTE 2 For purposes of promotion to the cadre of Section Heads, Higher Grade Assistants and Superintendents, the minimum qualifying period of service shall be the service rendered in the Assistants', Stenographers', Typists' or other similar grades

Sd/-

Executive Director.

Sd |-

Presiding Officer,

National Industrial Tribunal, Jabalpur

#### ANNEXURES.

- Annexure (1) — Memorandum of Settlement of 1971 on Promotion Procedure applicable to Class III & Class IV employees (Annexure to the Settlement)
- Annexure (2) — Principles regarding Rules of Promotion Procedure as suggested by the Corporation
- Annexure (3) — Order passed on the application of the Corporation by the Presiding Officer rejecting the prayer of the Corporation that the Tribunal should make its award in terms of the Settlement of 1973
- Annexure (4) — Corporation's Promotion Procedure of 1960

[File No L 17011/9/72-LRI]

S S SAHASRANAMAN, Under Secy